

# Local Government SERVICE

ANOTHER GREAT ARBITRATION VICTORY

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## ANOTHER INJUSTICE REMEDIED

THE decision of the National Arbitration Tribunal last month—reported on another page—ordering Einsbury borough council to reinstate its deputy town clerk, dismissed by the council nearly six months ago, is one of outstanding significance to every local government employee. Following the similar decision of the Industrial Court a few months earlier requiring Westmorland county council to reinstate the accountant it had dismissed when he pressed for the salary appropriate to his appointment, it proves that, under the Conditions of Employment and National Arbitration Order, the local government officer has at last secured a remedy against arbitrary and unjust dismissal.

Hitherto, notwithstanding the popular impression that local government is a "safe" employment, offering life-long security, most local government officers have held their posts at the whim of the authority employing them. As was emphasised before the Tribunal, all the relevant Acts of Parliament prescribe that, with the exception of a few officers whose appointment and dismissal is subject to Ministerial sanction, a local government officer is employed "at the pleasure" of his authority. That implied that he might be dismissed as and when the authority pleased, on a bare majority vote, for any reason, just or unjust, or for no reason at all, without right of appeal, representation, or reference to any court or tribunal. Provided the resolution dismissing him was a valid one and that he was given notice in accordance with the terms of his appointment, he had no remedy whatever, even though, as commonly happened in such circumstances, his career and livelihood were at stake.

### Damaging to Service

In ninety-nine cases out of a hundred, local authorities have not abused their "pleasure" and the system has worked. A corporate body such as a local authority is normally a fair, if it is not always a generous, employer. Though individual councillors may sometimes wish to sack an officer because they dislike his taste in ties, because they have a private candidate for his job, or for some similarly unworthy reason, the fact that dismissals depend upon the collective opinion of the council normally provides a sufficient safeguard against injustice, and the competent officer has little to fear.

But the hundredth case can and does happen, as Westmorland and Finsbury have proved, and as several victims of similar injustice have learned to their cost in the past. The plight of the individuals who have suffered from this traditional doctrine is serious enough; still more serious is its effect on the service as a whole. For—though the fact is sometimes overlooked—a local government officer has a duty to the public as well as to his direct employers, the local authority, particularly today when, as so often happens, he must act not as an employee of his authority but as the agent of a Government department. Occasions may thus arise, as they arose at Finsbury, when his public duty and his duty to his

employers conflict. In such circumstances the officer is placed in an impossible position. Instructed by his council—or, as is more likely by an individual but powerful member of the council—to do something contrary to his public duty, he has—or had, until last month—

remedy. But the Conditions of Employment and National Arbitration Order is a temporary wartime measure and it may go after the war along with other emergency legislation. We must ensure that, if it does, we do not return to the position as it was before the war, but that some other body no less powerful and comprehensive in its jurisdiction takes its place.

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but two alternatives: to do his duty and risk his job, or to save his job by sacrificing his duty. Who can say how often the conflict has arisen in the past, and how many officers have taken the easier course to the detriment of good local government?

Now that evil position has been remedied. For so long as the National Arbitration Order survives, the local government officer who suffers improper pressure, injustice, or victimisation, has a safeguard and a remedy.

### A Tribunal Essential

That does not, of course, imply that NALGO would be able to declare a dispute upon every case of dismissal and claim an inquiry by the Tribunal with reasonable hope of an order for reinstatement. The Tribunal made it clear that it was most reluctant to interfere with the right given to a local authority to appoint and dismiss its staff at pleasure, and would be likely to do so only in the most exceptional circumstances. That it has done so in this case indicates the serious view it took of the happenings and atmosphere at Finsbury as they were revealed to it.

Of the several lessons of this unhappy case, one stands out clearly. It has demonstrated beyond a shadow of doubt the need—for which NALGO has long pressed—for a permanent, statutory, and impartial Tribunal, with overriding powers, to determine conflicts between a local authority and its officers. Today, under the National Arbitration Order, we have such a Tribunal, and every member of NALGO knows how many injustices, in the field of cost of living bonus, war service pay, and other matters, it has enabled the Association to

### Local Government in Danger

THOSE members who have criticised NALGO lately for its apparent unconcern with the future of local government since the publication of the Reconstruction Committee's report must have realised their error last month, when the national and local Press, from "The Times" downward, published the President's impressive warning of the dangers now facing local administration, his call for a united policy of reform, and his offer of the full co-operation of the Association in the formulation of such a policy.

Present policies of Government departments, the President warned, are threatening the democratic basis of British local government and, if continued, may lead to its collapse and replacement by a bureaucracy over which the elector will have no control.

"Normally," he added, "we should remain silent on such matters, for it is a well established maxim of public administration that the official does not intervene in questions of policy. Those are the concern of the elected representatives of the people. On this occasion, however, we feel that our intimate knowledge of the working of local government and our conviction, based upon that knowledge, of the dangerous consequences of what is happening today, puts upon us a duty to call public attention to the position. It is for that reason that the National Executive Council of my Association, representing 130,000 local government officers, has decided to make its views known.

"Day by day, Government departments, either directly or through the Regional Commissioners, are encroaching upon the functions of local authorities or transferring services to their own control. Already the fire service and the veterinary service have gone to Whitehall. Other services, such as agricultural education, the control of the milk supply and the administration of Class I roads, are threatened, while suggested post-war plans envisage even more far-reaching encroachments.

### United Front Essential

"Even where direct transfer of services from local to central control is not proposed, Whitehall, through the Regional Commissioners, is intervening ever more extensively in the field of local government. All this encroachment is being carried out insidiously, in a piecemeal and haphazard manner, without any public inquiry, consultation, or consideration, and so far as can be seen, without any attempt to fit it into any plan likely to ensure the efficient administration of the services after the war.



"In other words, the rights of democratic control which we are fighting to preserve in other lands are being stolen from us at home. If the process goes on, the citizen may find, after the war has been won, that privileges gained in centuries of struggle have been taken from him and that he is left in effective control of only a few minor services that Whitehall does not want.

"We do not contend that the present local government system is perfect. All associated with it recognise the need for reforms, and many proposals for reform have been put forward—one by a committee appointed by my own Association—and are being discussed. But the Government has stated that it does not propose to consider any of these proposals.

"Local government, therefore, is being convicted, condemned, and robbed of some of its services without being allowed either to state its case or to secure proper consideration of proposals for its own reform. If, later, the time should arrive for a comprehensive inquiry it may be too late; for by then the local government machine may have been thrown so seriously out of balance as to be unable to function effectively.

"Negative opposition to this threat is, in our view, no longer sufficient. If local government is to survive, all interested in it—which means all citizens—must get together, work out a united policy of reform and development, and insist upon the adoption of such a policy by the Government. In that work I am sure that my Association will be ready to play its part."

### NALGO—A Phantom Menace

**MR. ANGUS JOWETT**, the councillor of Bingley who won national notoriety with his short-lived attempt to enable his council to evade an award of the National Arbitration Tribunal by sacking its officers with the Forces, has been enjoying himself. Undaunted by the speedy repudiation of the sacking resolution, he *non* now declared war on NALGO, on the Law Lords, and on Parliament itself.

"This NALGO," he told a meeting of 1,000 Bingley ratepayers last month, "is a very dangerous organisation. It is not democratic, and dangerous from every point of view.

If the Government was worth its salt it would proscribe it."

But NALGO is worse than a danger: it is a non-existent danger. "NALGO is not a trade union," Mr. Jowett declared. "An office boy is not an officer, a man who works in the garden or the park is not an officer. There is no such thing as an association of local government officers."

Not only does NALGO not exist; it could not possibly exist—and if the attempt were made to create it, it would fail at once. "What would any industrial organisation be like if every member of the staff from the head manager to the office boy was in one union? No organisation could carry on like that for a minute."

Having disposed of NALGO Mr. Jowett went on to wipe out the House of Lords. Its judgment in the Bolton case, he declared, was unconstitutional. "It is un-English, it is dead against the liberties of the people, and if we don't stand up to it, we are going to be absolute slaves. We are up against the most monstrous decision that has ever been given."

Nor were the Commons in better case. "Liberals, Tories and Labour are equally responsible for this. The member for the Division has not been a ha'porth of use to us. There is not a Member of Parliament who dare face up to this issue."

And so on, for an hour or more, to the final threat: "We are fighting NALGO on this issue, NALGO is responsible for what we are suffering, NALGO and nobody else,"

and to the resolution, carried with acclamation, protesting against the House of Lords' Judgment and the Tribunal award, demanding the repeal of the "unconstitutional" Local Government Staffs (War Service) Act, and calling on the Government to provide adequate payment for all serving men and women.

In so far as a dangerous, undemocratic, non-existent and impossible organisation can do anything, NALGO would heartily support the last clause of the resolution. It claims no advantages for its members that it does not wish applied to all. But pending such a national scheme, it does not see why local authorities, as employers, should not give a lead.

And it may be tempted to wonder whether Councillor Jowett and his friends will devote as much energy to obtaining war service pay for all Bingley ratepayers as they intend to devote to denying it to the Council's staff.

### A Public Relations Triumph

**MORE** than 55 lectures on local government in a single town in a single winter season—such is the magnificent achievement of **Ernest E. Holt**, public relations correspondent at Halifax!

During the summer, the Halifax branch education and public relations committee, of which Mr. Holt is secretary, persuaded 26 of its chief and senior officers to form a panel of lecturers covering every branch of the work of the authority, and arranged facilities for conducted visits to the town hall and the cleansing, health, civil defence and transport departments and the waterworks, technical college, fire stations, transport depots, libraries, museums, and sewage works. This completed, Mr. Holt approached all youth organisations in the town asking them if they would welcome a scheme of lectures, talks, "Brains Trusts," and visits from which they might learn how their town and its social services were run.

The response was immediate and eager. By January, more than 40 lectures to and visits by youth organisations had been arranged, six lectures and four visits had been organised for senior school pupils who had devoted their last term at school to studying local government, and a further series of lectures had been planned for men in a R.E. depot stationed in Halifax. In addition, the town clerk had undertaken to lecture to members of youth organisations in the council chamber, the mayor presiding.

This is fine work, deserving of emulation by every branch in the country. NALGO has about 730 branches, representing 1,330 local authorities. Not all, of course, can hope to do as well as Halifax—but if 400 only were able to arrange 50 lectures a year to audiences averaging 20 people only, that would mean 160,000 lectures and 320,000 more citizens with a greater knowledge of interest in their local government.

All the evidence points to a great increase recently in the number of people wanting to know how their towns are run and what they can do towards making the services better still. Associations, societies, clubs, and organised groups of all kinds, stimulated, no doubt, by current talk of reconstruction, are eager to learn and discuss. NALGO members have a great opportunity which they should seize with enthusiasm. Is your branch doing so?

### Reconstruction On The Air

**THERE** is much to interest NALGO members in the B.B.C.'s current series of talks for discussion groups, which began on Monday, January 10, with the problem of feeding Europe, and continues at weekly intervals to March 27. Every officer who can, will, no doubt, listen to the debate on "The Future of Local Government" on March 13. But local government should figure prominently in several of the other broadcasts—notably "National Service and the Service of Youth"

(Feb. 7); "Private and Public Control in Industry" (Feb. 21); "What to Teach the 12s to 15s" (Feb. 28); "Supply and Training of Teachers" (March 6); and "Housing" (March 27)—and the whole series promises to be both informative and stimulating.

### Aid For The Superannuated

**THE** Chancellor of the Exchequer happily takes a more sympathetic view than does Mr. S. H. Hassell (in this month's Forum) of the claim of those local government and other pensioners who have to live at inflated wartime costs on their pre-war pensions, and many superannuated officers will be eagerly awaiting his promised legislation to "mitigate severe hardship" among those receiving "the lower ranges of pensions."

The pledge does not take us far, but it does represent a substantial advance on the Government's previous flat refusal to do anything at all. For that, the many NALGO branches which wrote to their M.P.s on the subject may claim some credit. About 140 M.P.s supported the amendment to the King's Speech moved by Mr. William Brown urging that pensions of superannuated State and local government servants be raised to a level corresponding with the increased cost of living. One, Mr. T. W. Burden (Labour, Sheffield, Park) made a particularly valuable speech, emphasising the keen interest taken by NALGO in this problem and the many representations it had received from its members, and urging special provision in the promised legislation to make possible some increase for retired local government servants. We trust that this plea will be answered soon, and with generosity.

### "Pay As You Earn"

**MOST** members will by now have received their Notices of Coding under the new "Pay As You Earn" income tax system, and many may be a little puzzled about the detailed working of the system and doubtful whether they are being allowed all the reliefs to which they are entitled. The Inland Revenue Staff Federation has gallantly offered to come to their aid, offering to supply speakers to attend branch meetings or other gatherings to explain general points and answer questions.

With large local authorities it is probable that someone from the tax office will visit the town hall officially to deal with appeals. Where this is not done, and branches would like a speaker to visit them, they should approach the local Tax Office. Should they encounter difficulty there, the Income Tax Advisory Bureau, I.R.S.F., 7 and 9, St. George's Square, London, S.W.1, might be able to help.

This scheme is, of course, unofficial. All the more credit, therefore, to the hard-pressed officials who are giving up their leisure to it.

### "The Dorset Farmer"

**HOW** many of the NALGO members who enjoyed the rich Dorset accents of Ralph Whitman, the Dorset farmer who broadcast the B.B.C. Postscript on Sunday, January 2, would have guessed that he was a fellow member of the Association? He is, having joined when an officer of the county agricultural committee. He has now been seconded to the county war agricultural executive committee.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in the journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.



# NALGO SECURES REINSTATEMENT OF DISMISSED OFFICER

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## Improper Pressure and Victimisation Alleged

NALGO has begun the New Year well with another arbitration success of outstanding importance to every local government officer. After a two-day hearing on January 4 and 5, the National Arbitration Tribunal gave an award requiring Finsbury Metropolitan Borough Council to reinstate, as from the date of his dismissal, Mr. H. A. Davey, the deputy town clerk, who had been dismissed by the council on August 25, 1943. The Tribunal consisted of Mr. Justice Simonds (chairman), Sir John Forster, Sir David Ross, Mr. J. G. Baxter, and Mr. H. L. Bullock.

Opening the case for NALGO, Mr. Gerald Gardiner, Counsel, alleged that Mr. Davey had been victimised by Finsbury Borough Council at the instance of Alderman Riley, now mayor of Finsbury, for having loyally carried out the duties of his office.

For many years, said Mr. Gardiner, Ald. Riley had been leader of the Labour and Co-operative party on the council and had obtained a dominating and paramount influence over local government in Finsbury. The position of all local government officers employed by the council had been, and still was, dependent upon their personal relations with, and complete subservience to Ald. Riley, and they were thereby continually placed in positions in which a conflict arose between their public and professional duties and Ald. Riley's personal wishes. The case of Mr. Davey was only one example of the victimisation by Ald. Riley of a loyal and efficient officer who preferred the loyal performance of his public duties to compliance with improper demands made on him by Ald. Riley, who had, in consequence, procured his dismissal.

In illustration of the position at Finsbury, Mr. Gardiner added that during the past eight years the council had had five town clerks or acting town clerks, three borough engineers, three borough treasurers, and three medical officers of health.

### "Decided Everything"

Mr. Davey was appointed deputy town clerk of Finsbury in September, 1940. In July, 1941, the town clerk resigned and Mr. Davey was appointed acting town clerk and solicitor. He was thus an obvious candidate for the vacant town clerkship, and was at that time assured by Ald. Riley that he would be so appointed.

But difficulties immediately arose. Ald. Riley was deputy A.R.P. controller, but appointed no controller after the town clerk had left and was thus, in effect, controller. He lived in the town hall and had all his meals there. Anybody wanting anything done or wanting to know anything, instead of going to the town clerk's office, the usual procedure, went to Mr. Riley's room. It was Mr. Riley who decided everything. If Mr. Riley wanted the town clerk, he did not go to the town clerk's office, the town clerk was sent for to go to him.

The position was the more extraordinary because Ald. Riley and his group had been disaffiliated by the Labour Party. He was now nothing except the head of members who, before they were disaffiliated, were members of a particular party. Yet he still controlled the council in the same way. In Finsbury, a substantial number of the councillors were employed by the council itself.

In September, 1941, Mr. Davey, finding that he was not receiving all the town clerk's post,

gave instructions that all letters addressed to the town clerk should be placed in his room. Next day, Ald. Riley sent for him, told him that he had given instructions that part of the town clerk's post was to be brought to him (Ald. Riley), that if Mr. Davey interfered with him he would soon go, that he had never been beaten yet, and that unless his system of postal distribution were continued he would deal with Mr. Davey on the council. Mr. Davey had to agree, provided he saw all the correspondence after Mr. Riley had seen it. Such correspondence included Government circulars of a secret character, and Mr. Davey did not, in fact, subsequently receive all the correspondence addressed to the town clerk.

### Pressed to Requisition Premises

The primary matter in respect of which Mr. Davey incurred the animosity of Ald. Riley, Counsel continued, related to premises known as 21, Whiskin Street, Finsbury. In 1930, the council took a lease on these premises for a dispensary. In 1939, the premises were no longer required and the lease was assigned to Ald. Riley. In 1941, Ald. Riley was being sued by the freeholders, the Skinners' Company, for considerable arrears of rent and the rates had been unpaid since September, 1940. Ald. Riley then instructed the acting medical officer of health to "go through the Skinners' Company's properties with a comb," and began to press Mr. Davey to use his powers to requisition the premises.

On November 11, 1941, the emergency committee of the council, Ald. Riley presiding, passed a resolution that Mr. Davey should requisition the premises.

Hearing of this, Mr. Davey wrote to Ald. Riley drawing his attention to Sections 52 and 65 of the London Government Act, 1939 [which require a member of a borough council to disclose any pecuniary interest he may have in a matter being discussed by the council or a committee and prevent him from taking part in the discussion or voting upon it], and suggesting that the matter should be considered by the committee again after Mr. Riley's interest had been formally disclosed.

To this, Mr. Riley replied that the resolution was a formal one only to give Mr. Davey authority to requisition, that he had no personal pecuniary interest in the premises, being only a nominee, and that the resolution would be struck out.

### "Would Never be Town Clerk"

It was, however, made plain to Mr. Davey that if he did not requisition the property he would never be town clerk of Finsbury. But the premises were not required by the council and he accordingly did not think it consistent with his duty to exercise the powers delegated to him by the Minister of Home Security to requisition them, and he did not do so.

On December 6, 1941, Ald. Riley wrote a letter to his party organisation in the course of which he said:

"He (Mr. Davey) will not take any step to requisition the premises, now that he is not obliged to do so by committee decision and it is left to him to exercise his own prerogative. Through another officer of the council, I have now endeavoured to bring pressure to bear. The opinion has been conveyed to him that if this is the manner in which we are to be treated, his application for the

town clerk's post, which stood a chance of favourable consideration, will be treated with scant consideration when it comes up."

After an inquiry Ald. Riley was dismissed by the Co-operative Party [of which he was a paid agent]. Ald. Riley, Counsel added, thus had a double grievance against Mr. Davey—first, because Mr. Davey would not use powers delegated to him by the Minister to save his personal pocket, and, secondly, because his own improper action in that respect led to the determination of his own employment. The local Labour Party under Ald. Riley was subsequently disaffiliated by the London Labour Party.

After describing other incidents illustrating the difficulties of Mr. Davey's position, and an attempt by Ald. Riley to dismiss him in 1942, Counsel said that in September, 1942—15 months after the resignation of the former town clerk—Mr. Davey's application for the post of town clerk was passed over and Mr. J. E. Fishwick was appointed.

On September 15, 1941, Mr. Gardiner continued, Mr. Davey was appointed superintending registrar at a salary, prescribed by the Finsbury Registration Scheme, 1935, of £247 10s. per annum. The council, however, deliberately kept him without any part of this remuneration. Nor was he paid any remuneration for having, from July, 1941, to November, 1942, carried out the duties of town clerk and solicitor. Ultimately, formal application for this money having failed, Mr. Davey had to issue, on March 22, 1943, a writ against the council. In the subsequent action the council contended by affidavit that it had a good defence, but having in truth no defence, it had ultimately, on July 13, 1943, to consent to judgment being given for Mr. Davey for the full amount claimed, of £1,424 18s. 1d., with costs.

### "Arbitration" Offer

Eventually, on August 20, 1943, the council passed a resolution dismissing Mr. Davey. It refused to receive representations on his behalf by NALGO, but agreed, on condition that NALGO paid the cost, to permit his case, together with that of the council, to be presented in writing through the council's solicitors, to Mr. Valentine Holmes (Counsel advising the council).

"This is a joke really," Mr. Gardiner commented, "because Mr. Valentine Holmes had already advised the council that it had good grounds for dismissing Mr. Davey, and Mr. Riley knew it."

NALGO rejected this proposal on the grounds that the proposed arbitrator was to be Counsel who had already advised the council in this matter, that there was to be no formal hearing, that the arbitrator's decision was to be given to the council only, and that it was to be considered by a special committee which members of the council had described as a "packed" committee. At the same time, NALGO invited the council to arbitrate the whole matter before any impartial arbitrator.

The committee which was to deal with the case on behalf of the council, Mr. Gardiner continued, was known as the car park committee. The matter had never come before the staff committee. It had been referred to the car park committee, the reason being that the car park committee was a small committee of which only Mr. Riley's friends were members.

Sir David Ross: How did that decision



manage to get through the whole council? It sounds a very odd decision.

Mr. Gardiner: Mr. Riley still has a majority. That is the peculiar thing. After this disaffiliation, he and his personal supporters still have a majority, and when it got to the point where it was 21 to 20, in spite of people brought on leave from the Army and various places to attend, Mr. Riley then, I suppose, seeing the majority in danger, used the majority to co-opt about half a dozen other members on the council.

Sir David Ross: So that any matter could be referred to any committee which has nothing to do with it?

Mr. Gardiner: Yes. So extraordinary was the position that when one of the members, the leader of one of the political parties, exercised his right as a member of the council to attend the meeting of the committee; the car park committee passed a resolution that nobody who was not a member of the committee was to be there, and they sent for the police.

Concluding his case, Mr. Gardiner submitted that local government officers could not properly be expected to carry out their arduous and responsible duties if they were to be subjected to treatment and conditions of the kind referred to, and he therefore asked that, in all the circumstances, Mr. Davey be reinstated.

### Case for Finsbury

Counsel then proceeded to deal with the case for the council, which relied primarily upon Section 82 of the London Government Act, 1939, providing that the appointment of a local government officer must be held "during the pleasure of the council." From this it was contended that it was the policy of Parliament that officers should retain their office only so long as they satisfied the requirements of the authority. Mr. Davey no longer satisfied the requirements of Finsbury; and therefore the council was justified in dismissing him.

Further justification, it was contended, was provided by the fact that, as alleged by the council, Mr. Davey had refused to pay any part of his remuneration as superintendent registrar to Mr. F. C. O. Minns, registrar of births and deaths, who had assisted him in the clerical work of the appointment.

The true facts of this latter contention, Mr. Gardiner explained, were that the appointment of superintendent registrar was made under a statutory scheme, and the salary was a statutory one, on the footing that the superintendent registrar had to provide his own clerical assistance. The scheme further provided that if any whole-time officer was not fully employed he was liable to be called on to assist other registration officers.

When Mr. Davey was appointed in September 1941, the inspector of the Registrar General, knowing that Mr. Minns was not fully employed, suggested that he should do the clerical work attached to the office of superintendent registrar. This was approved by the council, consideration of the financial aspect of the arrangement being deferred.

### Offers to Share Remuneration

In January 1943 Mr. Davey (who had been paid nothing for his services as superintendent registrar since his appointment) discussed the position with the town clerk and offered out of his remuneration to pay the deputy registrar £40, and Mr. Minns one-third of the balance—£70. Mr. Minns refused this offer, suggesting instead that the deputy registrar should have £50 and that he (Minns) should have half the balance—£100. Mr. Davey agreed, if the council approved. The only result of that was that the council, on the same evening, passed a resolution purporting to determine Mr. Davey's appointment as superintendent registrar.

The Registrar General, in whose hands the appointment lay, refused to agree, whereupon the council asked Mr. Davey to resign the appointment.

On July 9, 1943, the day on which the council accepted judgment in Mr. Davey's claim for arrears of remuneration as superintendent registrar and acting town clerk, Mr. Minns' solicitors wrote to Mr. Davey claiming 75 per cent of the superintendent registrar's salary in accordance with an alleged agreement between them. To this, Mr. Davey's solicitors replied, denying that he was indebted to Mr. Minns as alleged or at all, and denying that he had entered into any agreement with Mr. Minns.

Mr. Minns thereupon wrote to the mayor of Finsbury, complaining that he had had no remuneration for his services and stating that he proposed at once to cease performing the duties attached to the superintendent registrar's office.

On the same day, at a meeting between Mr. Davey, the mayor and the town clerk, Mr. Davey had offered to pay Mr. Minns 40 per cent of his remuneration. But the same evening the council passed a resolution dismissing Mr. Davey.

"So," declared Counsel, "one has this curious position. Mr. Davey has in fact made three offers with regard to Mr. Minns because he has always recognised that Mr. Minns had a moral claim to something. The first offer was refused by Mr. Minns. The second offer resulted in the council passing the resolution purporting to determine Mr. Davey's appointment as superintendent registrar. The third offer—although the mayor at the time expressed the view that it was a fair and proper offer—resulted in a resolution to dismiss him as deputy town clerk."

Mr. H. A. Davey then gave evidence supporting counsel's statements. Cross-examined by Mr. F. W. Beney, K.C., for Finsbury borough council, he said he had no knowledge of any offer he had made to remunerate Mr. Minns having come before the council.

### "Framed the Minutes"

Councillor O. M. Richards, J.P., who said that he had been a member of Finsbury borough council for 27 years and was leader of the Ratepayers' Party, was questioned about the proceedings at the meeting of the council at which the resolution to dismiss Mr. Davey was submitted. Asked what grounds were suggested for the dismissal, Councillor Richards said: "Well, Mr. Riley had for some time taken the line that Mr. Davey had sort of framed the minutes to his own personal advantage."

Mr. Gardiner: After Mr. Riley had spoken, was there any opportunity for anybody else to speak?

Councillor Richards: Oh no. We have for a considerable time been subjected to a good deal of suppression—concealment as well.

Ald. C. H. Simmons, leader of the Labour Party formed after Alderman Riley's section had been disaffiliated, asked by Mr. Gardiner how far the decisions of the council depended on the informed views of members and how far on Mr. Riley's wishes, said: "Almost 100 per cent on Mr. Riley's wishes."

Mr. Beney: Those who voted in favour of the motion to dismiss Mr. Davey voted with full knowledge of what had taken place down to that time: the minute says that; so that they took into account the various matters which were put before them, they could consider them, and they came to their own conclusion about it?

Ald. Simmons: Yes, that is how it appears; but we people in the council chamber know that actually it is not the fact: that Mr. Riley dominates.

How long has that been going on?—For years, since the 1934 election.

There was an election in 1937?—Yes.

We had a majority. Mr. Riley was leading the Labour Party at that time. We had a majority increased by the 1937 election, and the same process has continued, that Mr. Riley has dominated the minds; he has almost taken a lease on the minds and the decisions of those people.

But any one of these people could stand up and speak for himself, could not he?—I have not heard some of them.

You have spoken, have you not?—Very often. The District Auditor, as recently as a few weeks ago, criticised the whole council for allowing Mr. Riley to dominate and frame decisions on our behalf.

Mr. John E. Fishwick, present town clerk of Finsbury, asked by Mr. Gardiner whether Mr. Davey was an efficient officer as deputy town clerk, replied: "He was throughout his service with me."

Would you be glad to have him back?—I would, quite definitely.

### "Atmosphere of Fear"

We have been told that there was a meeting between Mr. Davey, the mayor, and yourself on July 29, when the proportionate amount to be paid to Mr. Minns was discussed. Can you tell us whether that was brought before the meeting of the council that night?—My recollection is that it was not mentioned.

Do you know why that was?—Well, I do not think the council would have been interested.

Are the officers as a whole happy under this authority?—No, sir, I am afraid not.

Sir David Ross: Is there a general feeling that it might be their turn next?

Mr. Fishwick: That applies so far as most of the senior officers are concerned. Of course, office boys do not have that idea, but those in senior positions, positions of responsibility, have a very definite atmosphere of fear.

Ald. Dr. C. L. Katial, who was mayor of Finsbury for 1938-39, asked by Mr. Gardiner what reasons Mr. Riley gave for advocating Mr. Davey's dismissal, said: "None at all. Till today, we do not know what the case is against Mr. Davey. We have pressed and pressed for it."

Had you heard anyone else in the council say anything against Mr. Davey, apart from Mr. Riley?—I have not; none at all. His relations with officials and other members of the council have been very cordial.

### "Council Exercised Discretion"

Opening the case for Finsbury borough council, Mr. F. W. Beney, K.C., argued that, in making its award, the Tribunal had to be just not only to Mr. Davey and N A L G O, but also to the councillors of Finsbury and particularly to the district they represented. Parliament had laid it down that a local government officer held his appointment at the pleasure of his local authority, and as soon as the authority, in its discretion, considered that he no longer satisfied its requirements, it was to be the judge as to whether he continued to serve. It would be unjust to ask the Tribunal to come to a decision which would impinge upon the relationship established by Act of Parliament. Therefore, what the Tribunal had to consider was whether the council had properly exercised its discretion. That, he submitted, the council had done. Its members, elected by the citizens of Finsbury, best knew the kind of man they wanted as deputy town clerk; and the Tribunal was not in their position to express an opinion about the matter.

The resolution dismissing Mr. Davey was passed because all the councillors who voted had exercised their discretion. Mr. Davey's refusal, through his solicitors, to pay Mr. Minns, or to admit that he had made any agreement to do so, and Mr. Minns's letter saying that he would no longer do the work, made a bad impression on members of the council and might have been the deciding



or in their minds. Even to this day, though Mr. Davey had had the money, no mention had been made to Mr. Minns. Before the Tribunal, in spite of all this, to ask that the council should have been sufficiently pleased with Mr. Davey to retain his services, what could be done? There could be no sense in making an award which would be in the nature of an award for specific performance. In *Johnson v. the Shrewsbury and Birmingham Railway Co.*, Lord Justice Knightbridge had made the pertinent observation: "We are asked to compel one person to play against his will another as his contractual servant, for duties with respect to the due performance of which the utmost confidence is required. Let him be one of the best and most competent persons that ever lived, still if the two do not agree, and good people do not always agree, enormous mischief may be done."

### Ald. Riley Called

Mr. Beney then called Ald. Harold Riley. In reply to Counsel, Ald. Riley said that he had been a councillor of Finsbury and leader of the Labour party on the council since 1934 and mayor since November, 1943. Since he was on the council, the conditions of service and salaries of the staff had been materially improved, at his instance. Apart from the trouble with Mr. Davey, the council had worked very smoothly with its officers. He had heard the town clerk say in evidence that the officers were not happy, but did not think any other officer would say so.

Asked whether the majority of the council had adopted an attitude of subservience towards him, or that he dominated them, Ald. Riley replied: "If the Court knew some of the members in the Labour movement, it is exceedingly difficult to find persons who will make themselves subservient to one particular individual." Matters were never carried at council meeting without they were discussed fully at a meeting of party members beforehand.

With regard to the changes in the town clerkship, Ald. Riley said that the first clerk died on grounds of ill-health in 1936 after 25 years' service, and his two successors were left to take other positions at higher salaries than Finsbury could offer.

### Questions About Letters

When questioned about the allegation that he had given orders for Mr. Davey's letters to be sent to him, Ald. Riley said: "Mr. Davey went on holiday, leaving the council without anyone to do the administrative work on the controller's side. I asked Mr. Hughes (the assistant town clerk) to pass the correspondence to me, because I was deputy controller. That was the civil defence correspondence, not the town clerk's correspondence. I went away for the week-end, and when I came back I understood that the correspondence had all been put into a locked box. I explained to Mr. Davey that I did not care what he did with the town clerk's correspondence, but I would not wait until he came in in the morning usually about five past ten—for civil defence work to get going, and would he make some arrangement so far as my work was concerned."

When questioned about the meeting of the council on July 29, 1943, at which a motion for the dismissal of Mr. Davey was moved, Ald. Riley said that he did not know that there had been a meeting on the same day between the town clerk and Mr. Davey. The council considered the matter in committee for about 2½ hours and quite a number of members spoke. He thought no improper pressure to bear upon anyone regarding the voting.

At the meeting of the council on August 20, Mr. Riley said, a motion for the dismissal of Mr. Davey was moved again, and 24 voted in favour and 17 against.

Mr. Beney: Did you bring any dominating

pressure to bear upon the council to vote in that way?

Ald. Riley: No, Sir. I had some difficulty before in persuading them not to take action when writs were issued originally, because I held that it was not a principle that we should act upon.

From your knowledge of the position on the council, do you consider that it would conduce to the future harmonious working of this local government body that Mr. Davey's services should be retained?—I do not think so. The feeling is very intense at the moment, and has been for months—and I am afraid that one has got to the position when Mr. Davey has just thrown in his lot with one section. That is the real trouble at the moment.

Cross-examined by Mr. Gardiner, Mr. Riley said that, so far as he knew, Mr. Fishwick, the present town clerk, was a man of integrity and a truthful man.

Mr. Gardiner: You heard him say that, in his view, the atmosphere in which your officers work was one of fear. Do you think he was telling the truth?

Ald. Riley: No, I do not think so, and I should be extremely surprised if any other officer would agree to that.

### Officers and a Statement

Mr. Gardiner: Did you instruct the council's solicitors to interview three of my clients last night [i.e. after the conclusion of the first day of the hearing before the Tribunal], namely, the borough engineer, the cleansing superintendent, and the borough treasurer, and ask them to sign a statement: "It is inaccurate to say that Ald. Riley controls the council so much that if the officers in the employ of the council do not do as he wishes they run serious risk of losing their positions"?—No. I suggested to the council's solicitors that I did not think that any other officer of the council would substantiate the statement that Mr. Fishwick had made here.

I take it that it was in consequence of that statement to your solicitors that they were asked whether they would sign that?—Yes.

And did they refuse to do so?—I do not know. I have not taken any action. It has been left entirely to the solicitors of the council.

I suggest to you that last night, after those officers had been seen, the town clerk told you what they had said, and you said that they were to be in court today?—The town clerk last night told me that the officers merely desired to consult their Association. I said: "Did the officers demur?" and Mr. Fishwick said: "No; they merely desire to consult the Association."

I suggest to you that they refused at the time?—No.

You suggest, I understand, that it is not true to say that you control the council, but that the members consider the facts put before them and come to their own decisions?—Yes.

### District Auditor's Finding

Was there an inquiry held last month by the district auditor as to whether the council should be surcharged, arising out of proceedings which it was alleged were taken on behalf of some company?—Yes.

Do you agree with the finding of the district auditor that: "The Finsbury council consists of some 60 odd members and those members are individually answerable for the administration of the rate fund, but from the facts before me it seems to me that they have surrendered the functions which they undertook to discharge at the time they were elected—they have surrendered them to some one else. I suggest that they surrendered them to Alderman Riley."—I do not agree and neither do the rest of my colleagues on the council.

Turning to the meeting of the council in committee on July 29, 1943, Mr. Gardiner asked: Was the charge that you made against Mr. Davey a charge of framing the minutes?

Ald. Riley: Not framing the minutes. The

position that the council has adopted is that, considering the way in which the correspondence and the minutes had been framed, it hardly became Mr. Davey to take legal action against the council.

Did you actually say: "He has framed the minutes to suit his purpose and achieve his ends"?—No. I do not know where that comes from: I am very careful.

Is it true that the committee was never told the contents of the letter of July 9 [in which Mr. Minns claimed 75 per cent of Mr. Davey's remuneration as superintendent registrar]?—That is true. I did not know myself.

You knew that the letter had been called for, because it is on the minutes?—I did not think that was material.

### Councillors Who Are Employees

I want to put one or two questions about the council's personnel. Take those who voted for the motion—Councillor Breyer—is he employed by the council?—Yes, as a staff officer for shelters.

Mrs. Etheridge, who voted on July 29—was she co-opted?—Yes, under the war-time rules.

She and a number of others have been in fact co-opted?—Yes, only because of war-time circumstances; we cannot have any election.

Apart from what she was told she had not any knowledge of the matter herself?—Except for discussions.

On the day she was appointed?—No, at unofficial meetings.

Mr. Franklin, is he an employee?—Yes, He is in the other party.

He voted your way?—Yes.

Miss Kelly, is she an employee?—She is in fire prevention.

Councillor Rowley?—No, he is a volunteer.

Councillor Turner—had he been unemployed and then employed as chief fire prevention officer?—No.

Was he unemployed when war broke out?—Yes.

Was he appointed chief fire prevention officer?—No, he was in the business premises fire prevention part, but he left and is assistant secretary to the R.I.B.A.

Mr. Westwood, is he an employee?—No, he is a volunteer on Civil Defence.

Is he an elected member, or co-opted?—He was one of the co-opted members under the war-time circumstances. We had about six vacancies.

### Members Who Opposed

Dealing with those who voted the other way—Mrs. Allen, was she the deputy mayor?—Yes.

And is it the usual thing for the deputy mayor to become mayor?—No.

What is it worth—£400 a year?—I do not think it is worth anything.

What do you get paid—£400 a year?—Yes, you get paid £400 for expenses, but I do not think any of us take it.

The next one is Councillor Barrett. I am seeing what happened to the people who voted against you. Was he chairman of the public health committee?—Yes.

He is not now?—No.

Councillor Curtis, was he chairman of the law and parliamentary committee?—Yes.

He is not now?—Yes.

Ald. Simmons—was he chairman of the cleansing committee?—Yes.

And also the representative on the Metropolitan Water Board?—At one time.

He is neither now?—No; purely because the majority party has always adopted the policy that the chairmanship of committees is in their own hands. That is a policy that has been adopted right through.

Ald. J. A. Holness, the next witness, said that the motion for Mr. Davey's dismissal



was fully discussed by the council in committee. The suggestion that Ald. Riley dominated the proceedings was a gross misinterpretation of the truth.

Mr. Minty (junior counsel for Finsbury): It was suggested that Ald. Riley had made allegations against Mr. Davey of having "framed the minutes." Do you know anything about that?

Ald. Holness: No, Sir, I have not heard anything about framing them. All I heard was that he, in his position as town clerk, had an opportunity of so wording the minutes that they made him entitled, through the legal channels, to something that the council did not wish him to get.

Do you think that for Mr. Davey to come back as deputy town clerk would be a good thing, or a bad thing?—In the interest of the ratepayers, no, I do not think so.

Mr. Gardiner: Can you tell me any occasion in the last year on which you have voted against Mr. Riley?

Ald. Holness: No.

After other members of the council had given evidence supporting the council's case, six officers, Mr. G. H. Knight, valuation officer, Mr. W. L. Langham, cleansing superintendent, Mr. S. H. Gater, chief administrative assistant to the civil defence controller, Mr. J. L. Lewis, assistant fire guard officer, Mr. H. S. Radley, assistant fire guard officer, and Mr. J. G. Jennings, administrative assistant in the controller's office were called. All said that they were happy in their work, had had no interference from Ald. Riley, and did not fear dismissal.

### Mr. Davey "Tactless"

Concluding his case, Mr. Beney submitted that Ald. Riley, while appearing to be very intelligent, did not seem to be a gentleman who would domineer over people. In most bodies there were usually members who, by reason of personality, experience, intellectual attainments and enthusiasm, might be said to dominate the proceedings, but when it came to voting, individual members exercised an independent right.

Mr. Davey, counsel submitted, had been tactless. He had not handled the matter as he might have done, and by July 29, 1943, he was not *persona grata* with the large body of councillors and they did not feel it desirable to have him any longer with the authority. An award compelling the council to reinstate Mr. Davey would be a most unfortunate thing: it would probably lead to further controversy and would do no good to anyone, least of all to Mr. Davey. Nor could it do NALGO any good. The Association knew that its members were under the disability of being servants of bodies which had the right to dismiss them without any grounds being stated or without any reasons other than they did not meet with the approval of those bodies. To come to the Tribunal and say that their rights should be enlarged, that they ought to be given a wider right than the Act of Parliament gave them was, in his submission, wrong.

### Officer's Dilemma

Mr. Gardiner, replying, said that if Mr. Beney's last submission were right it meant that, although all other employees who were prevented by the National Arbitration Order from striking had an effective remedy if one of their number were victimised and dismissed, in the case of local government employees there was an exception, and it was useless for them to go to the National Arbitration Tribunal. In his submission, that was not so.

It had been argued that it would be undesirable for the Tribunal to force an authority to employ people whom it did not want to

employ. Yet that position did exist. Certain local government officers, such as medical officers of health and sanitary inspectors, could not be dismissed without the consent of the Ministry of Health. Whether or not it conduced to the smooth working of a local authority, there were cases in which the appropriate Minister considered that refusal of his consent to dismiss an officer was right.

The real point in this case, Mr. Gardiner continued, was this: Supposing Mr. Riley said to the town clerk, "I am being sued for the rent of a house. Please requisition it," what advice had the town clerk to give? To requisition it, if it was not for the use of the council, would be legally and morally wrong. If Mr. Beney's argument was right, it was clear that the town clerk would not be entitled to rely on any help from the Tribunal. He would have two alternatives—to do what was wrong, or to take a course, knowing that by doing so he was jeopardising the whole of his career and everything for which he had worked during his professional life. That was not a position in which local government officers ought to be placed.

### "To Pay Back Old Score"

It was not disputed that, at the time when Mr. Riley was being sued for the rent of his house, he brought pressure to bear on Mr. Davey to requisition it and said that if he did not, he would never be town clerk, and Mr. Davey, to his credit, refused to do it. That action—approved, quite rightly by his Association—resulted in his dismissal and one saw the various steps taken by Mr. Riley to pay back this old score.

With regard to the Minns matter, counsel continued, Finsbury council had drawn wrong conclusions throughout. No distinction was drawn between legal liabilities and moral liabilities. There was a statutory scheme and there was attached to the position a statutory salary which legally could only be paid to Mr. Davey. But there was a moral obligation which Mr. Davey fully recognised and which arose because Mr. Minns or some other person did most of the work. When he was asked in January to agree to a fair proportion, Mr. Minns did not think the suggestion was a good one. Mr. Minns threatened litigation and Mr. Davey's solicitor wrote in somewhat strong terms, as solicitors sometimes did,

saying there was no agreement of any kind, but on July 29 Mr. Davey told the proper persons—the town clerk and the mayor—that he was perfectly prepared to pay away 60 per cent of these amounts to the deputy registration officer and Mr. Minns.

The council discussed the matter. There was nothing on the agenda; nobody who might have wanted to be present to deal with the matter was given an opportunity to be present. The meeting was held late at night. No opportunity was given to Mr. Davey to say anything, because he was not told beforehand that there was going to be a resolution moved to dismiss him. The true facts were not before the meeting. They all thought that Mr. Davey was still refusing to pay Mr. Minns. Then, on August 20, although it was now on the agenda, nobody was allowed to discuss it. It was all very well to talk of a local authority exercising discretion, but what sort of discretion did it exercise if it had not the facts before it?

The arbitration proposed by Mr. Riley was in counsel's submission, a trick, because it meant that the arbitrator would have to be the counsel who had already acted for the council and who, as Mr. Riley and his group knew, but nobody else knew, had already expressed an opinion on the facts put before him by the council.

### "Pawn in Political Game"

It was impossible from the evidence, counsel submitted, to doubt that Mr. Riley did in fact control this council. It was an astonishing record, because he did not represent any political party, he represented only some disaffected members of a political party, but he still retained control.

The only reasonable inference was that Mr. Davey's refusal to requisition the premises in which Ald. Riley was interested was what really led to this trouble, and that the Minns matter was the result rather than the cause. He asked the Tribunal to say that there was no honest exercise of discretion by the council, but that, on both sides, Mr. Davey had become a pawn in the political game, and in those circumstances counsel asked for the award that had been claimed.

The Tribunal later announced its award, that Mr. Davey be reinstated in his position as from the date of his dismissal.

## LOGOMIA EXTENDS BENEFITS

### Educational Endowments

MEETING on Jan. 6, the Board of Management of Logomia decided to introduce an educational endowment assurance scheme. Policies issued under this scheme will be on the life of the parent, and will provide for the payment of the sum assured in five equal annual instalments, the first at the end of the term selected. Should the parent die before the first instalment falls due, the full sum assured would become payable immediately, and should the parent die after one or more instalments have been paid, the remainder would be paid at once.

It was also decided to extend the Association's life assurance facilities to the sons and daughters of members of NALGO.

### 23 Years a Branch Secretary

WHICH NALGO branch secretary has the longest record of continuous service in that office? The question is prompted by news this month of two recent resignations—S. W. M. Malden, secretary at Barnes for 23 years, owing to pressure of official work, and A. H. Ficklin, Ealing's secretary for 21 years, on his retirement from the service. These are fine records. Can anyone beat them?

To all these officers we wish many more years of active, if less strenuous, interest in the Association they have helped to build.

## OLDHAM'S TRIBUTE TO MR. F. SHARPE

### 13 Years Branch Chairman

MORE than 200 members of Oldham branch and their friends, together with the mayor and deputy mayor, several members of the council, and representatives of the North Wales district committee, paid tribute recently to Mr. F. Sharpe, for 13 years branch chairman.

After the mayor, and Mr. L. Taylor, secretary of the North Western district committee, had praised Mr. Sharpe's work, Mr. J. Casson, the present chairman, handed him a clock and a wallet of notes. He has been made branch vice-president and is retaining his seat on the N.E.C. and the provincial council.

### Explaining NALGO

TO the temporary officer recently admitted to membership of a big branch, NALGO, must indeed seem an extremely baffling organisation with ramifications far from easy to grasp. To help such, Croydon branch has published in the latest number of the branch magazine, "Calling Croydon," a most useful and informative chart. Naturally, the chart cannot be of general application, but something of the kind would be useful in any branch. No doubt Croydon's branch secretary, L. J. A. Moir, finance department, Barclay Road, Croydon, will be glad to send a copy to any other branch secretary interested, so long as supplies last.



# Why Not a Civic Film Centre?

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By R. CORDWELL, Secretary of the Manchester and Salford Film Society

Last the film is becoming a real social and educational force. Teachers recognise its value for conveying information, stimulating interest, simplifying what is difficult, and dealing with living flesh the bare bones of academic knowledge. Technical instructors in the Forces and in industry have found it an incomparable medium for breaking down, clarifying, explaining, and giving practical training in mechanical processes. Scientists use it to demonstrate mathematical concepts, to probe the mysteries of life, and to show to audiences of thousands experiments and methods which, without the aid of its questing eye, would be unseen outside the laboratory. Artists are coming to recognise in it a new art form, capable of conveying and stimulating motion as powerfully as do the older arts, and over a wider field. Sociologists and politicians find it a powerful ally able to help them to focus popular attention on social and political problems and to arouse discussion in their solution.

The film, therefore, is to-day much more than an entertainment only. Combining the magic virtues of the flying horse and the all-seeing glass in the "Arabian Nights" story, we can take us wherever we wish to go and show us whatever we wish to see—down the microscope tube to watch the fertilisation and development of an animal ovum; inside the human body to see the circulation of the blood; into the skies to discover why the wind blows and how aeroplanes fly; to the Arctic to live with the Eskimo; into an operating theatre to follow the technique of plastic surgery; back through history to observe the growth of the franchise; to every corner of the world to discover whence comes our food and whither it goes; and even into our town halls to see the wheels of local government revolving.

All this and more the cinema has accomplished in the educational field with little outside encouragement. How much more could it not accomplish with encouragement!

## A Vicious Circle

In 1939, the Government and local authorities spent £2,787,000 on libraries and museums, £71,112,000 on elementary education, and £23,876,000 on secondary education. Beyond the purchase of a few projectors and the hire of a few films, and excluding the special war propaganda films of the Ministry of Information, they spent nothing on the film. In the previous year, according to the Board of Education Report, Britain's 31,000 preparatory, primary, senior elementary, central, secondary, and technical schools possessed between them 1,777 silent and 423 sound projectors. At first glance, that figure of approximately one projector for every 14 schools may not seem too low, particularly where arrangements generally made to send the projectors from school to school. In fact, however, it is misleading, for many of the projectors were obsolete, or of sizes for which few of the modern films are suitable, while many more were scarcely used at all. In 1940, the British Film Institute reported that 80 per cent of the projectors in North of England schools had not been used once during the preceding twelve months, simply because the schools had no money to pay for the hire of films!

In part, the difficulty is doubtless due to the small number of first class educational films yet available. Here we are faced by a vicious circle; the makers of films are unwilling to produce films specially for schools until sufficient projectors are available to make their production profitable, and the educational authorities are unwilling to instal more projectors until there are sufficient suitable films

to justify the expenses of equipment and hire.

How is this vicious circle to be broken? Clearly, only by increasing the demand for educational films. The British Film Institute in its memorandum on Post-War Education, recognised this by recommending a ten-year plan for the provision of 15,000 16 mm. silent and 3,500 sound projectors in the schools.

## NEW SKIPTON M.P. IS NALGO MEMBER

Lt. Hugh Lawson, M.P., who made political history last month by winning the Skipton by-election for Common Wealth, is a member of NALGO.



Born in Leeds in 1912, he trained as an engineer and after service at Preston, Daventry, and Bromley, entered the city engineer's department at Nottingham in 1937 and is a member of the Nottingham branch. He volunteered for the Army in October, 1939, and was called up in the Royal Engineers in January, 1940. After serving with the ground staff of a much bombed aerodrome during the Battle of Britain, he was sent to Gibraltar in October, 1940, remaining there until May, 1943. Lt. Lawson is a B.Sc. (London) and an associate member of the Institution of Civil Engineers and the Institution of Municipal and County Engineers. He has family associations with local government, for his father is a former chairman of the West Bridgford urban district council.

Yet this plan, admirable as it is, will solve only half the problem. The crucial aspect, that of finance, remains. Little will be achieved if the schools provided with projectors are not also given the money with which to hire films. Nor will it even then be profitable for film manufacturers to make films of sufficient variety, range, and quality unless there is created for them a bigger public than the schools alone can provide.

This might be achieved by making school projectors available out of school hours for youth clubs and similar organisations. But such opportunities are limited, first by the restriction to out-of-school hours, and secondly by the fact that school buildings are, as a rule, ill adapted to such a purpose.

A more practicable scheme, and one more likely, if widely adopted, to overcome the present obstacles to the full development of the educational film, is that of the Civic Film Centre, such as has been submitted by the Manchester and Salford Film Society to the Manchester Corporation Post-War Reconstruction Committee. As envisaged in this proposal, the functions of the Civic Film Centre would be:

To co-ordinate film activities of all municipal departments, stimulate the production of civic films, and make representations to the appropriate authorities on the types of film needed;

Survey and plan cine-education for the benefit of the community, organise short courses to train teachers and others interested to become efficient instructors, and act as an information, advisory, and research bureau;

Establish a mobile film unit service to visit schools and approved centres and a library of instructional films, with provision for distribution, storage, and repair;

Provide facilities and equipment for 35 mm. and 16 mm. film exhibitions; and

Organise at the Film Centre daily programmes of educational and general interest films

for organised parties of school children; evening film displays and lectures and discussions for adults on public administration, sociological problems, and the promotion of international understanding; and week-end exhibitions of outstanding artistic, cultural, and scientific films, not normally seen in the commercial cinema.

Such a Film Centre—particularly if the plan were adopted in other towns—would thus, at one stroke, overcome the present difficulties hindering the wider use of the non-commercial educational, instructional, scientific and cultural film.

As a municipal undertaking, the Film Centre would not need to be profit-making, though it is unlikely that it would have much, if any, difficulty in becoming partly self-supporting. Small entrance fees, combined with subsidies from departments of the local authority using the centre for educational or propaganda purposes and fees paid by outside bodies using it, would probably cover capital and current expenditure and provide a reserve for the expansion of a film library (organised in collaboration with the National Film Library of the British Film Institute). Further, the Centre would provide an admirable focus of interest for the growing number of people, organised and unorganised, who are beginning to show an intelligent interest in the film as a cultural medium.

## The Repertory Cinema

An outstanding feature of communal life during recent years has been the development of the Film Repertory Theatre—sometimes a commercial cinema but more often run by a group of amateur enthusiasts. During the past thirteen years, for example, the Manchester and Salford Film Society has presented the cream of the world's intelligent, artistic, and cultural films to a growing number of citizens, most of whom would otherwise never have seen them. But such societies touch only the fringe of the public demand for better film entertainment, and are continually frustrated by lack of premises, equipment, and finance. A Civic Film Centre would solve their problems, providing them with all the facilities they require and enabling them not only to organise regular programmes of the best films but also to conduct courses in film appreciation and technique and thus to help in developing popular taste and in creating a demand for still better commercial films from which the commercial cinema would ultimately benefit.

The Ministry of Information's wartime film service has both demonstrated the importance of the film as a medium of instruction, and helped to raise the standard of public taste. Documentary films have won for themselves an important place in public estimation. Is this good work to decay as soon as the impetus of national emergency has gone?

Local authorities can provide the answer. They—and probably they alone—can take up this torch and keep it burning for the good and the great benefit of the citizen of the future, providing a public service of a new kind in this country. What could not be done by this means—not only to add to educational opportunities for children, but to interest the public in civic affairs—in housing, town and country planning, health, education; to arouse a sense of responsibility for the welfare of the community; to encourage local scientific and educational societies; to supplement and expand the work of museums, art galleries and libraries; to provide entertainment of cultural value; and to induce the commercial cinema to improve its own standards! Many progressive towns are thinking of municipal theatres after the war. Why not the municipal cinema, too?



# 28 NEW ERA OPENS For WHITLEYISM IN LOCAL GOVERNMENT

## First Meeting of Reconstituted Council

THE inaugural meeting of the reconstituted National Whitley Council held, appropriately, in the library of the Ministry of Labour, on January 13, brought together the old and the new elements for the first time. The reduction in size of the council (from 120 to 60) made for a more rapid intimacy, and it can confidently be said that the meeting was a success. Whitley procedure is a matter of custom and habit, and it is hoped that the newcomers will soon find their feet.

Since the Minister of Health had not yet appointed the independent chairman provided by the constitution, Dr. E. W. Maples, who, as one of the negotiating committee of the County Councils' Association, had done valuable work, was invited to preside and did so with distinction.

The attendance of both sides was practically a "possible." No time was lost by the council in donning its new "costume," and the amended constitutions of national and provincial councils were quickly approved.

An executive committee of 14 on each side was appointed, NALGO securing 10 of the 14 staff side seats. Its representatives are: Miss I. Stansfield, Messrs. H. Allen, E. F. Bacon, W. O. Dodd, A. Pinches, E. L. Riley, W. Rowlands, E. A. S. Young, J. Simonds, and J. B. Swinden.

Most of the provincial councils were reported as having accepted the model constitution, including Lancashire & Cheshire, North Wales, Yorkshire, North Eastern, London, Eastern, Southern Home Counties, South Midlands, and West Midlands. A few minor amendments and additions to suit "home" needs were approved, but a suggested amendment relating to paid officers of unions and officials of local authorities serving on the employers' side was referred to the executive committee.

Both "hearts" and "purses" were put in the balance when the staff side confidently

tabled a motion for an adjustment of the cost-of-living bonus. The present more favourable position of the civil service, police, teachers, and railway employees was cited, and a plea for "sex equality" in any new award was ably advanced by the chairman of the staff side, Mr. Allen. The employers' side, particularly the new members, asked for time for consideration and, in acquiescing, the staff side was promised an early meeting.

A claim from Birmingham that it [should be (a) excluded from the operation of the national council, or (b) given separate representation, was emphatically negated by both sides. A full agenda was disposed of in a business-like way, which augurs well for the future, and the executive committee was given some important references for examination and report, including—

Maternity benefit for women;

War increases for civil defence personnel;

Rehabilitation, superannuation, etc. of officers on discharge from H.M. Forces on health and other grounds;

## Recruiting, Teaching and Training the Nurse

MANY sound and practical recommendations for the education, training, and recruitment of nurses are contained in Sections II and III of the report of the Royal College of Nursing Reconstruction Committee, under the chairmanship of Lord Horder.\* Outstanding among the proposals the adoption of which would help to give nursing a high professional standard are:

The greater use of intelligence tests in the selection of candidates for nursing;

A wider basic training, covering four years and including experience in obstetric, fever, tuberculosis, and mental nursing and an elective six months in a speciality during the last year;

Sick pay regulations submitted by the North Eastern provincial council; and Financial arrangements.

At the conclusion of the meeting, mutual felicitations were expressed by both sides, the excellent work done by the "old body" was not forgotten, and everyone shared a feeling that a new era of importance and usefulness for Whitleyism had been opened.

## CHAIRMAN OF NATIONAL WHITLEY COUNCIL

Sir Horace Wilson

The Minister of Health has appointed Sir Horace Wilson, formerly Permanent Secretary to the Treasury and Official Head of the Civil Service, to be permanent chairman of the reconstituted National Whitley Council for the local government service.

The appointment is likely to give great satisfaction to both sides, for Sir Horace has had wide experience both of Whitley negotiation in the Civil Service and of conciliation machinery and labour conditions generally. He was Permanent Secretary to the Ministry of Labour from 1921 to 1930, Chief Industrial Adviser to the Government from 1930 to 1939, and Permanent Secretary to the Treasury from 1939 to 1942, when he retired.

## More Fine Donations for the Benevolent Fund

WHEN the Isle of Wight rural district council adopted the Whitley bonus scale recently, the members of the staff benefiting felt that the best way in which they could thank the Association for its help was to make a special donation to the Benevolent and Orphan Fund—so they sent £18. At present, well over 100,000 officers are getting the bonus. If each one agreed to acknowledge NALGO's work in obtaining it for him by giving £1 to the Fund...

Similar appreciation has been shown by Bridgnorth branch, which sent £3 1s. 4d.

Competitions, dances, etc., are still money-producing enterprises. Orpington, for example, raised £50 by weekly football competitions, raffles, sweeps, mock auctions, and the sale of refreshments at two staff cricket matches; Smethwick made £15 with a dance and the raffling of eggs and a doll made and dressed by a member; Banstead produced £1 by raffling a lemon brought from Africa by a member who accompanied Gen. Sir Alan Brooke to the Cairo conference; and West Cornwall raised the astonishing sum for so small a branch of £130—including £47 from a ball organised by the St. Ives section.

Another magnificent achievement is that of Port Talbot, which made £132 from a celebrity concert and gave half to the B. & O. Fund and half to the Mayor's Comforts Fund.

West Ham, discovering that for the first time in its history grants to branch beneficiaries would exceed branch contributions, made a special appeal, which has produced £200 for the year.

Hazel Grove has found a new source of income—the interest on members' deposits in the National Savings Association, so far totalling £37 7s. 8d. Annual meeting collections produced £1 12s. 9d. at Falkirk, 16s. at Cleveland (North Riding), and £2 at Sutton and Cheam.

Other sums raised by social activities recently include:

Blackburn, £72 5s. 8d.; Bognor Regis, £10 5s.; Carlisle, £27 10s.; Chesterfield R., £12 12s.; Hertfordshire, £12 14s. 6d.; Inglewood, £6 14s.; Newton le Willows, £5 11s. 10d.; Southall, £2 1s. 2d.; Tunbridge Wells, £10; Wansstead and Woodford, £1; Westmorland, £14 2s. 3d.; Windsor (Maidenhead section), £50 14s.; and Witham, £5.

Many more branches have sent donations from branch funds, including:

Aldrie, £2 2s.; Aylesbury, £5 5s.; Bacup, £3 3s.; Barnet, £5 2s.; Bath, £10 10s.; Clitheroe, £15; Colne Valley, £2 2s.; Cornwall, £15; Eastleigh, £5; East Lothian, £5; Falkirk, £15; Fife, £20; Harrogate, £5 16s. 7d.; Islington, £10 10s.; Morecambe and Heysham, £10; Neston, £2 2s.; Newbury, £3 3s.; Newcastle-on-Tyne, £25; Southampton, £50; Southern district committee, £25; South-Western district committee, £50; Swansea, £10; Swinton and Pendlebury, £10; Twickenham, £21; Windsor, £22 9s. 1d.

If your branch has made any special effort or devised a novel way of raising money for the Fund, don't forget to let Headquarters know about it. Your idea may be an inspiration to many.

## OBITUARY

Mr. Kerr McBain

We regret to announce the death of Mr. Kerr McBain, for a number of years hon. secretary of the West Lancashire branch and a most enthusiastic worker for NALGO.

Adoption of the "block" system of training, under which students are freed for varying periods from attendance on the sick to give them time for unhindered theoretical study, the additional cost to be met by educational grants from national funds;

Courses on the psychology of teaching for all ward sisters;

Planning of the student nurses' duties to give the maximum of variety;

Spreading of the State examinations into three sections over the four years' course, to reduce the strain of combined practical and theoretical work in the final year, and to enable senior nurses to concentrate on advanced nursing procedures and ward administration;

Improvements in conditions of service, including less domestic work, a more modern outlook on discipline, the establishment of nurses' representative councils and professional negotiating machinery, better catering, better facilities for the development of personal life, with regular off-duty time planned in advance and adequate holidays, and more attention to the nurse's health;

While most nurses would approve all these and many of the other recommendations, another important one—that, as a general rule, the student nurse should pay for her training—is more controversial. The object of the committee in making this proposal is to secure that nursing shall be regarded, not as an employment, as, for example, is ordinary local government service, but as a profession, like medicine. The report goes on to emphasise that no good potential nurse should be debarred from training through lack of money, and that liberal maintenance grants and scholarships should be made available. But it may be doubted whether this would provide a satisfactory solution. Would it not, in fact, create two classes of student nurses—an "aristocracy" who had paid for their training, and a "commonalty" who had been assisted by grants and scholarships—to the detriment of the profession as a whole? Scholarships, of course, will always be necessary, but NALGO, one imagines, would not support any such attempt to divide the profession by a class or money line, and would prefer instead the recommendations of the Rushcliffe committee for adequate payment of all student nurses.

\* Royal College of Nursing, 1a, Henrietta Place, Cavendish Square, W.1.



THE National Executive Council will firmly oppose NALGO's affiliation to T.U.C. at this year's Conference. This decision was reached at a meeting on January 8, when the council approved, by a recorded vote of 47 to 10, a resolution declaring that it was not in favour of affiliation.

The vote was taken during a discussion of the result of the reference to branches and districts of the figures in last year's ballot. The Conference decided that the result of the ballot should be notified to districts and branches with an instruction to consider it and submit their observations to the Council by December 31. A summary of the replies received showed that:

1. Branches, with 43,152 members, were in favour of immediate affiliation:

2. Branches, with 39,326 members, suggested that further consideration be deferred (usually until after the war): and

3. Branches, with 12,382 members, were definitely opposed to affiliation.

Of the district committees, two favoured immediate affiliation, five advocated deferment, two opposed affiliation, and three replied that, since branches were being consulted, they saw no reason to express any opinion.

The general view taken by the Council is that the result of referring the ballot to branches had been no more conclusive than the ballot itself. It had, however, shown a clear majority against immediate affiliation, and this gave support to those who urged that a decision should be deferred until conditions were normal and members on war service had returned to their civil jobs.

While the exact terms of the notice of option which the N.E.C. is to put on the conference agenda were left to the decision of the agenda sub-committee, it was agreed, to enable the Council to give a clear lead to members, to take a vote on the straight issue of affiliation or non-affiliation. Every member of the Council present recorded his vote, with the result given above.

Other matters dealt with by the Council included:

**Future of Local Government.**—Arising out of the decision of the Council at its October meeting to support the associations of local authorities in resisting piecemeal encroachment by Government departments on local government functions, it was reported that branches had been urged to obtain the support of their M.P.s for a resolution tabled for discussion in Parliament, that a letter was being sent to "The Times," and that a statement of the Association's views was being given to newspapers generally. In his letter to "The Times," which was published on January 22, the President drew attention to the present dangers, urged that all interested in local government should come together to prepare an agreed policy of reform, and offered the full support of NALGO in any such endeavour. On the suggestion of the Cheshire branch, the Council appointed a sub-committee, consisting of the President, the two vice-presidents, the chairman and vice-chairman of each of the standing committees, and Mr. J. Brown (Scottish district) to maintain a close watch on developments and to consider further action.

**War Bonus.**—It was reported that, on December 17, 693 local authorities in England and Wales, employing 87,357 officers, were paying the current Whitley Council bonus scale in full, 14, with 17,012 officers, were paying the scale with a "ceiling," and 522 were paying other scales. In Scotland, 99 authorities, employing 11,463 officers, were paying the Scottish Joint Industrial Council scale in full and seven authorities were paying other scales.

**War Service Pay.**—It was reported that in

England and Wales 456 local authorities were now making up war service pay in full, 663 were making qualified payments, and 67 were

## IMPORTANT DATES FOR CONFERENCE

**March 1**—Notices of Motion from branches and district committees and names and addresses of conference delegates to be received at Headquarters by 5 p.m.

**March 1**—Nominations for election to the National Executive Council to be received by the appropriate divisional secretary or divisional officer by 5 p.m.

**April 1**—Publication of "Local Government Service" containing the preliminary agenda and despatch of annual report of the National Executive Council to conference delegates. (To enable district committees to discuss the agenda on April 1, if they wish, special proofs will be sent to them on or about March 21).

**April 8**—Voting papers for the elections of honorary officers and the N.E.C. to be sent to branches.

**April 15**—Amendments to notices of motion on the preliminary agenda to be received at Headquarters by 5 p.m.

**May 1**—Publication of "Local Government Service" containing amendments to notices of motion.

**May 8**—Voting papers for the elections of honorary officers and the N.E.C. to be received by the divisional secretary or divisional officer by 5 p.m.

**May 12**—Final Conference agenda to be sent to representatives. Last date for notification of division of voting strength.

**May 24**—Conference at Central Hall, Westminster (9.30—12.30; 2.0—5.0). Meeting of education correspondents at 5.30.

**May 27**—Conference (9.30—12.30; 2.0—5.0).

**May 28**—Annual meetings of ancillaries (NALGO Provident Society, 9.30; Approved Society, 11.0; NALGO Building Society, 3.30; Logomia, 5.0). Special Conference Service at St. Martin-in-the-Fields, 2.0 p.m.

making no payments. In Scotland, eight authorities were making up war pay in full, 30 were making it up in accordance with the

J.I.C. award, 51 were making qualified payments, and five were making no payments. In addition to the 28 authorities against which awards had been obtained from the National Arbitration Tribunal, 121 had voluntarily adopted the terms of the "Bolton Settlement," which the Tribunal had awarded in every case save one taken before it.

**Debt Collecting Inquiries.**—In response to a request for guidance on the practice of debt collecting firms making inquiries of local government officers—especially in finance departments—and offering the officer approached a fee for each inquiry he answered, the Council decided to inform branches that it strongly deprecated such a practice. The attention of members is to be drawn to Section 123(2) of the Local Government Act, 1933, which states: "An officer of a local authority shall not, under colour of his office or employment, exact or accept any fee or reward whatsoever other than his proper remuneration," and members are to be advised to ignore all inquiries from debt-collecting firms.

**Demobilisation.**—While awaiting a clear announcement of the Government's plans for the demobilisation of men and women now serving in the Forces and in full-time civil defence or directed into industry, the Council is watching the position and will do all in its power to protect the interests of members and to secure their return to civil employment in a way that will be fair both to them and to the local authorities.

The next meeting of the N.E.C. will be held on March 11. Communications for consideration at this meeting must reach Headquarters not later than February 25.

## NALGO President in New Year Honours

NALGO is honoured in the King's New Year Honours list in the person of its president, Mr. C. A. W. Roberts, manager of Walton Hospital, Liverpool, who is made an Officer of the Order of the British Empire, of which he had been made a Member in 1934.

Expressing to Mr. Roberts the hearty congratulations of the National Executive Council when the Council met on January 8, Mr. E. A. S. Young, chairman, said that the honour was a further recognition of his valuable services over many years, not only to NALGO, but to the State and to local government. Although the citation referred only to Mr. Roberts's presidency of NALGO, the award, no doubt, had particular reference to his work as chairman of the nurses' panel of the Rushcliffe Committee.

Mr. A. A. Garrard, senior vice-president, seconded the vote of congratulation, and Mr. H. Allen, chairman of the service conditions committee, and Mr. J. Simonds, general secretary, on behalf of the staff, supported. Mr. Allen, however, expressed disappointment that the honour given had not been more in keeping with the importance of Mr. Roberts's position as the Association's president and the value of his work on the Rushcliffe Committee. They would regard it as only a step in the right direction and would hope that, eventually, more adequate recognition would be given.

Thanking the Council for its resolution, Mr. Roberts said that his most outstanding pleasure had been the messages he had received from old friends and from people in the nursing services all over the country. NALGO was in his bones, and it was the enthusiasm of the younger members of the Council which had inspired him to continue his work at a time when he thought that it was nearly over.

Below we publish the names of the other members of NALGO appearing in the New Year Honours. Every effort has been made to ensure that it is complete, but branches are

asked to forward the names of any of their members who have been inadvertently omitted.

### Civil Division.

#### C.B.E.

- G. E. Ashforth, county surveyor, Cheshire.
- G. L. Cox, central tuberculosis officer, Lancashire C.C. (and vice-president, Lancashire county branch).
- C. E. Tangye, county medical officer, Wiltshire (for services to civil defence).

#### O.B.E.

- Capt. E. G. J. Addenbrooke, town clerk and A.R.P. controller, Gosport.
- J. Creese, A.R.P. controller, West Suffolk.
- P. Smart, borough engineer and surveyor, Southwark (for services to civil defence).
- L. G. Troup, executive officer, Hampshire War Agricultural Executive Committee.

#### M.B.E.

- A. G. J. Connor, A.R.P. officer, borough surveyor and waterworks superintendent, Rye.
- L. C. Croysdill, divisional road surveyor, West Sussex C.C.
- T. K. Currie (for services to Edinburgh savings organisation).
- J. Foley, deputy food executive officer, Manchester.
- H. Huish, superintendent registrar and deputy public assistance officer, Exeter.
- F. G. Lee, lately A.R.P. controller, Eastleigh.
- G. Macleod, president Society of Public Assistance Officials of Scotland.
- J. H. Slatcher, education officer and hon. secretary savings committee, Oldbury (and a past president of Oldbury branch).
- E. J. Waller, A.R.P. officer and deputy controller, Sheffield.

#### B.E.M.

- T. A. Bremner, staff officer, civil defence rescue service, Southend-on-Sea.
- I. Mackeson, chief technical inspector, civil defence regional rescue school, Edinburgh.
- J. Roebuck, depot supervisor, civil defence rescue service, Lincoln.

**KING'S FIRE SERVICE MEDAL**  
Divisional Officer C. J. Loveridge, No. 14 (Portsmouth) Fire Force, and formerly superintendent, Aldershot fire brigade and deputy A.R.P. officer, Aldershot.

### Military Division

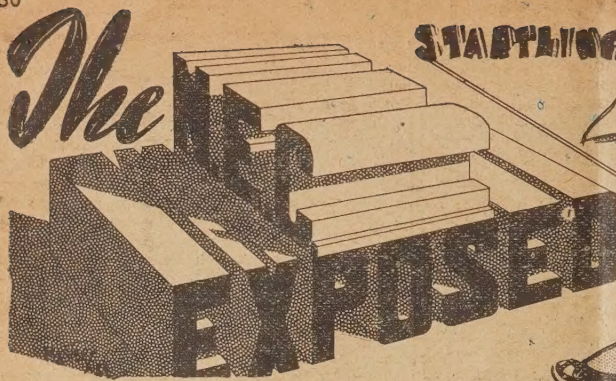
#### O.B.E.

- Lt.-Col. W. M. Lester, chief collector, Llandudno U.D. & C.O. 5th Bn., Caernarvonshire Home Guard.

#### M.B.E.

- Lt. K. C. Revis, R.E., Kesteven—for work on bomb disposal. Lt. Revis has since been totally blinded and is in training at St. Dunstan's.





## STARTLING REVELATIONS



FOR months, people have been suggesting that I should do one of my "funny bits" (a phrase offensively inadequate) about the N.E.C. There is an ethical problem involved. On the one hand, years of experience as a branch officer at Much Cowslip have taught me that there must be honour among thieves, if they are to be successful. On the other hand, those nameless thousands (your very humble servant, sir) who made me a N A L G O hidalgo are entitled to the truth. In such a conflict of loyalties, I am on the side of the big battalions.

Therefore, and also because it makes good copy, I propose to show you your National Executive Council as it really is—Abingdon Street with the lid off. If I tread on a few too tender corns among my Council colleagues, who cares? Shall he who braved all Glasgow and (so far) survives fear a few indignant Sassenachs?

First and foremost, they do not smoke cigars except after Annual Conference luncheons, at which they presumably get them free. Immediately on election, determined not to be the one cigarless face in a circle of Habanas, Coronas, and Flor Finas, I bought an expensive Panatella, guaranteed to be the longest in all London. It rests in my breast-pocket still. I decline to mingle its opulent fragrance with the Woodbines and Empire Cut Plug of the others.

This discovery—that cigars are just an annual Conference treat—explains why speeches from the platform deteriorate after lunch, and why platform members with apologetic countenances slightly tinted green rush out at intervals. A strong cigar can cry havoc in an unaccustomed stomach.

Another blow to my expectations is the lack of ceremony. The President is not received at Abingdon Street by a guard of honour from the Association staff. The Town Clerks on the Council, easily detectable because their suits are even shabbier than mine, do not sport wigs and gowns. Ordinary delegates arriving receive no more notice from the passer-by than a mere M.P. heading for the other talking-shop across the road. Even the Chairmen of the Council and the chairmen of committees (who are very important people indeed) arrive informally—so much so that at the last meeting of the Benevolent and Orphan Fund Committee the chairman climbed in through a window after descending the fire escape. It is only fair to say that he had an explanation . . . such as it was.

Perhaps the main reason why the N.E.C., who are in reality no worse than the average branch executive committee, are so unjustly charged with inaction and ineptitude is the dull inadequacy of the reports published in LOCAL GOVERNMENT SERVICE after their meetings. One would have thought that of all the news in the Association's journal, the discussions of the Association's National Council should have pride of place. Interesting presentation is of course essential. "Allen in Sharp Exchange; Chairman rules Brodie

out of Order" or "Pepper's Hot Retort—Harrold Explains Legal Wangle" would surely catch the eye and stimulate the interest of readers. A body so conscious of the value of publicity in interesting and educating the public should equally appreciate the need for a similar internal policy to stimulate and interest our own members.

Meetings are held quarterly, which is far too infrequently for an Association like ours. Committees meet on Friday and the full Council on Saturday. Since two committees sit at the same time, members are allocated to a trio of committees in such a way that they do not find themselves in the awkward position of trying to be in two places at once. As is not uncommon in branches, each of us thinks himself an expert on service conditions and feels rather sorry that the service conditions committee has to get along without his aid.

Having struggled nobly through the committee work, the full Council assembles on Saturday morning. Chairman Young is flanked by the President (and pipe), "Old Mother" Riley as Deputy Chairman, Honorary Treasurer "Snowball" Whitehead, Vice-Presidents Harrod and Garrard, Honorary Solicitor Harrold (one can have an Honorary Solicitor—whether one can find an honest lawyer is another matter, according to some sceptics) and a gaggle of Association staff headed by the General Secretary. In a secluded alcove sits the editor of this journal, sucking his pencil and hoping against hope that something may happen which will be both interesting and possible to publish. The Chairman deals the table an unnecessarily loud thump with his hammer and the battle begins.

Usually, the morning session deals with correspondence, resolutions from branches and district committees, and general business which cannot properly be allotted to a particular committee. Deputations from the Trades Union Congress, the Ministry of Health, the Association of Municipal Corporations and kindred bodies (if any) wait outside in the hall until the Council has disposed of its more important business. Attractive young ladies on the Association staff (I must get to know them better) peer in from windows, obviously wondering whether they dare slip in and ask Mr. Simonds to sign this so that it can catch the noon post. And meanwhile, the members of the Council talk.

The Chairman and the General Secretary say nothing, which contrasts with the practice in branches, where the Chairman usually does all the talking and the Secretary corrects him every time he goes wrong. In principle, the idea of an independent chairman is the better, but I always find the other system gets results in Much Cowslip. If the Chairman and General Secretary are strong silent men, the rest of us make up for it. Conscious of the amount of business to be done, everyone talks fast. Some speak often and at length, saying little; others are occasional, brief, but influential. Some—probably those who know

most about whatever is being discussed—say nothing, but vote. Just like any branch executive committee.

The main item at the morning session in January was affiliation. Determined not to betray my personal opinions in this article, I content myself by saying that, for once in its career, the National Executive Council showed courage, rare vision, and unquestionable wisdom. It decided to oppose. Obviously, as the Cabinet of the Association, it was its responsibility to tell Conference plainly its honest opinion. Conference, as our Parliament, can accept or reject that advice . . . and the people who will be at Conference are the people the branches send. One feature of the N.E.C.'s decision deserves notice . . . that of all the members of N A L G O, they are the most fully informed of the advantages and disadvantages of affiliation, are presumably the best brains we have and the most jealous for the Association's welfare (otherwise we are idiots to put them there) and by forty-seven to ten, in the full knowledge that the Association is sharply divided on this subject, they repeat their previous advice against affiliation. If they are worth electing, their considered and repeated advice should at least have very serious consideration.

After a hasty lunch, the N.E.C. resumed, still without cigars. The presence in the Council Chamber of two clocks, one registering 1.57 while the other showed 2.0 p.m., resulted in half the room, which included the Chairman, stubbornly refusing to start while the other half elected a new chairman, passed all the minutes unread, voted N A L G O into the T.U.C., and thanked us for our attendance. Fortunately, the General Secretary was in the Chairman's half, so none of their decisions was recorded.

When we did begin, the various chairmen successively and at speeds ranging from a breathless gabble to a conversational drawl gave us recitals of the decisions made by their committees the previous day. Silence signifies consent, so any dissenter leaps to his feet like a startled fawn, whereupon the committee chairman subsides until the Council has decided that particular point. One by one . . . Allen with his horn-rims flashing like those of any American go-getter, Shears beaming benevolently through his glasses, Harrold never too definite until he has seen the evidence, and Warren rather like Baroness Orczy's idea of Sir Percy Blakeney, they detail their previous day's work. For long periods only the Chairman's voice saying "Agreed" breaks the silence. Soon we are among a welter of miscellaneous sub-committee minutes, intrigued to hear our Benevolent Chairman airing an obviously expert knowledge of whether damp can get through walls, or wondering how much our back-garden would be worth at £15 per foot square. Suddenly we catch the Chairman's voice saying "Any other business?"

Most of us have other business . . . but not at Abingdon Street. And that is another story.



## Omens

The end of the war *must* be in sight. A shop assistant was recently heard to say: "Sorry, but we are temporarily out of stock," instead of sneering.—*Punch*.

The Ministry of Health, which for some time refused to admit that the recent 'flu epidemic was an epidemic, sadly under-estimated the British capacity for accepting bad news. "There, you are," said a woman sitting beside me in the bus the other morning, "this epidemic of the 'flu is another sign the war's nearly finished. They had the same thing at the end of the last war."

## Cheering Thought

*He is a pessimist who dares conclude  
We've heard the lemon's valedictory:  
For when the war is won, we shall include  
A lemon in the fruits of victory.*

—Allan M. Laing.

## Learn French with "Hyperion"

"Je pense que j'ai mangé un peu trop, beaucoup hier."

## The Art of Canvassing

Soon, maybe, municipal elections may return and candidates once again seek the votes of the ratepayers. Will any, I wonder, follow the example of the great Abernethy, who, canvassing for the office of surgeon to St. Bartholomew's, called upon one of the governors, a wealthy grocer. Seeing the surgeon enter his shop, the grocer put on the grand air, saying: "I presume, sir, you want my vote and interest at this momentous epoch of your life." Abernethy, who hated humbugs, and felt nettled at his tone, replied: "No, I don't; I want a pennyworth of figs; come, look sharp and wrap them up, I want to be off!"

## Who's Afraid?

*When an obstinate fellow of Fife  
Persisted in loving his wife,  
Denying obsessions,  
Bad dreams and repressions,  
The Freudians feared for his life.*

## Famous First Words

"A girl with my figure can't be expected to go straight."—*Mae West*.  
"Nurse, has it ever occurred to you that this milk-bottle and these napkins constitute a vicious circle?"—*Oscar Wilde*.

## The Modern Worship

"We are all to go down on our knees and worship the Common Man . . . I like to think that on the morning of January the first, in the year 2000, mankind will be free to unclasp its hands and rise from its knees and look about it for some more rational form of faith."

—Sir Max Beerbohm.

## Don't Try Tricks on "Clippies"

My formula, published in the December journal, for discovering the age and health of a friend has evoked a warning from a reader at Hoddesdon.

"Trying to live up to the festivities of the fifth War-time Christmas," he writes, "I memorised the formula and tried it on a 'Clippie.' But she had 101 coins in her possession, and the resulting answer was wrong."

"What a let-down for that supposedly infallible branch of the community, local government officers. The joke was on me."

To which I can only reply that the trick was intended for normal folk with normal pockets—not millionaires, rent collectors, or "Clippies."

## Was it on Reconstruction?

A Government official submitted a long treatise to the President. "Did you read it?" he asked Roosevelt, and the President replied, "Read it? I can't even lift it."

—*New Statesman*.

## The Critic

A small girl whose parents were wireless fans was taken to church for the first time. Asked how she enjoyed the service, she replied: "I liked the music, but I didn't care for the News."—"A. B." in *Chambers' Journal*, Edinburgh.

## Definitions

A *Statistician* is a man who draws a mathematically precise line from an unwarranted assumption to a foregone conclusion.

A *Professor* is a man whose job is to tell students how to solve the problems of life which he himself has tried to avoid by becoming a professor.

An *Efficiency Expert* is a man who knows less about your business than you do and gets paid more for telling you how to run it than you could possibly make out of it even if you ran it right instead of the way he told you to.

## Ain't Science Grand?

"*Soap has the property of detaching soiling matter from textile fabrics and maintaining it in suspension in the washing liquor, thus permitting its removal without redispersion on the fabric.*"—I.C.I. Advertisement.

In other words, soap loosens the dirt.

## Heard This One?

"Do you know what the Army Medical Officer said to the other Army Medical Officer?"

"No—what?"  
"What were you before the war?"

## Wisecrack

Sophia, as you will know, followed me to India. She was as innocent as gay; but, unfortunately for us both, as gay as innocent.—

Sir Walter Scott—"Guy Mannering."

## The Constant Lover

"I tattooed a rose on my wife's arm when we were walking out and I have been tattooing her on and off ever since."

—From a broadcast talk.

## The English

" . . . the English people are sweet,  
And we might as well get used to them because  
when they slip and fall  
They always land on their own or somebody  
else's feet."—Ogden Nash.

## Basic American

DONAT'S 100G PER TOPS FOR BRITISH PIX

Talent Cost Main Cause for Upped Nut  
'SKY'S LIMIT' ACE NEW ENTRY IN H.O.  
L.A., Neat £48,000; 'Hail' Strong 35G For  
2d Wk., 'Lucky' Forte, 22½G, 4th.

The first headline means that Robert Donat's salary of \$100,000 for making one picture is the highest ever paid by any British film company and that the dearth of talent is the chief reason for the increase in salaries. The second means that the film "The Sky's the Limit," which made \$48,000 in its opening week, was the most popular new picture to play Los Angeles, where most attractions were held over. "So Proudly We Hail," another picture, drew \$35,000 in its second week, while "Mr. Lucky," in its fourth week, made \$22,500.

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If you are interested in acquiring a command of good English for business, professional and social purposes, you are invited to apply for a copy of "Word Mastery," issued by the Regent Institute.

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Can You Write a Good Letter?  
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# 32 Our Duty to Help Reshape Local Government

IN the January LOCAL GOVERNMENT SERVICE occur the following:

"We hope, nevertheless, that at an appropriate time the Government will see fit to give some indication of its general approach (to the future of Local Government)"; and

"We do not join in any clamour which accuses the Government of dilatoriness in dealing with . . . the reports . . . of Sir William Beveridge and of the Barlow, Scott and Uthwatt Committees."

Are these the accents of those determined to rebuild a world worthy of the men and women standing on the threshold of the great battles which will shape the whole future of mankind?

The foundations of such a future are the vital services provided through local government. Yet we have not ventured to do more than publish a report by an independent committee, for which we will accept no more responsibility than that we fathered it.

I believe that when the truth is known it will be found that this reluctance to take up any stand is the result of failure of the members of the committee to agree—very understandably so, when it is realised they are all chief officials—(except one deputy and one chief clerk), and that, almost without exception, every chief official who has contributed to local government service believes that the type of authority which he serves is the most desirable (usually on the basis of past efficiency and democracy). Their opinions are of value, but they are not the only ones.

Why so few letters (and practically no articles) from over 100,000 officials of lower grade? I believe that that is mainly accounted for by lack of understanding, firstly that local government *must* be reorganised (or lose its functions, to be replaced by central administration) if it is to deal with new, enlarged social services, and secondly, that any reorganisation is going to mean a change in the conditions of pay and work, and in prospects of advancement, of every one of us. Even in the light of narrow self-interest we must take up a stand.

I believe, however, that the only approach is: "How can the best social services—such as public health, education, water and electricity supplies, transport and roads, etc.—be provided and maintained?" I think that the answer must include the setting up of provincial councils, covering larger areas than at present covered by any local government unit. The present trend is for the establishment or expansion of services of a size such that the present units cannot cope with them, especially in the case of planning, which is the key to all social services in such a crowded island as ours. The Reconstruction Committee's report needs modifying, so that the provincial councils suggested in it shall have powers to carry out the large-scale services (main drainage, certain roads, hospitals, water supply, etc.) and to plan the broad lines of other services administered by lower authorities on the lines of the committee's proposed all-purpose authorities. The provincial councils must be directly and democratically elected. Representative bodies made up of members drawn from constituent elected bodies have always been disappointing, from the corrupt Metropolitan Board of Works to the London Passenger Transport Board, which, with true single-minded business efficiency has contributed so much to the spoliation of miles of countryside around the metropolis. The main arguments against large councils is their remoteness and lack of democracy. But is our largest public body—Parliament—remote? And has not the L.C.C. proved that, when it produces something of worth, as its famous Plan, it can stir the imagination of the people?

It is not possible in a letter to develop the argument in detail—I conclude with these points:

Every member of NALGO is vitally concerned with the future shape of local Government.

It is our duty to the fighting forces to produce, from our knowledge and experience, the proposals for local government which will

## READERS' FORUM

Letters for the March journal must reach the Editor, 24, Abingdon Street, London, S.W.1, not later than February 15.

make possible the finest social services of all kinds.

Having made up our minds, we should fight with courage and determination to get our proposals carried out.

This year's Conference must take decisions accordingly, adopt proposals, and plan a campaign to realise them.

P. P. ROSENFELD

Fulham. Engineering Assistant.

## A QUALIFICATION FOR M.P.s?

### Civic Service First

AT a time when the thoughts of most of us are turning to the post-war world, I would like to submit a suggestion which I believe would materially assist the reforms we all look forward to.

The present system of election to the House of Commons does not ensure that the will of the majority of the electorate is expressed. The majority party in the House does not represent the majority of the electors, for the reason that three and four candidates usually contest each seat. To avoid this anomaly, a preliminary eliminating election should be held and the candidates should have served a period of apprenticeship in public life in their constituency. This may be achieved by making it compulsory for candidates to be members of the local authority in the constituency for at least three years before nomination for Parliament. Nominations should be limited to two candidates for each seat, to be selected by the two predominant parties of the local council.

The member elected to Parliament would continue to sit on the local council, thereby remaining in close touch with public opinion in his constituency. Such a reform would tend to make the system of government work from the bottom up, one of the good points in the American constitution; enhance, rightly, the status of local authorities and put a break on any bureaucratic tendency.

It may be argued that such a system would prevent many able men from getting into Parliament. But surely it would be to the general good were these able men compelled to participate in local government, and to graduate from the council of the parish to that of the nation.

Lt. G. F. HIND.

Northumberland branch.

## POST-WAR TRAINING

### Claims of Home Front Workers

MANY of your readers are no doubt aware of the Government's Further Education and Training Scheme, which sets out to provide financial assistance to suitably qualified men and women, on demobilisation, to undertake or continue further education and training. Apparently this scheme applies only to men and women in the armed forces (including auxiliary nursing services), merchant navy, civil defence, auxiliary police, and civil nursing reserve.

Some places will also be available for suitable candidates whose further education has

been interrupted or prevented by employment on work of national importance other than that specified above.

The Wigan branch feels that this scheme should receive the full support of NALGO. It would appear, however, that the concessions do not, at the moment, include persons who have not been in H.M. Forces, or on the other full-time work mentioned.

Many local government officers have been, and will be, prevented from serving with the Forces by reason of "deferment" and owing to the call-up of their colleagues have been given much extra work. In addition, I think it can be said that, without exception, NALGO members in civil employment have played their part in the civil defence services. These two factors of additional work and part-time service in civil defence must have prevented quite a number from furthering their education during the war, and we feel that an opportunity should be given, after the war, for these men and women to become eligible for any grants which might be available from the Government for attendance at short courses, or full-time educational studies. The Ministry of Labour, by its "deferment" regulations, implies that local government civil employment is just as big a contribution to the war effort as is service in the Forces.

It is with great disappointment, therefore, that the Wigan branch views the National Executive Council's attitude to this subject, elicited in a reply to a letter from the branch asking for consideration to be given to this important matter. The N.E.C. view appears to be that it cannot take any action nor make any representations that the scheme should be extended to include suitably qualified local government officers on the ground that if it did so it would virtually mean asking the Government to subsidise the further education of all citizens in the immediate post-war period.

The Wigan branch cannot accept this view as the correct one, and we feel that other branches and members who have considered the scheme will feel the same. What are their views?

Wigan.

J. DAWBER.

Public Relations Correspondent.

While sympathising with Wigan's case, we feel that it has not yet answered the point made by the N.E.C. In what way has the local government officer any better claim to these concessions than the miner, the munitions worker, the railwayman, or any other of the millions of citizens who have been working on the home front to the detriment of any further special education they might otherwise have taken?

## HIGHER PENSIONS

### Is The Demand Unfair?

THERE has been much agitation for special increases in pensions of government and local government pensioners on the ground that the cost of living has risen. But surely that is an inherent risk of any "insurance" scheme. Had the cost of living declined (as it did in the late 20's) would we have agreed to a reduction in our pensions? And what about those of us who pay into pension schemes today and will retire soon when our pensions will be higher by virtue of our increased war-time salaries, although the cost of living is likely to drop after the war?

Consider people in outside business who, instead of a State superannuation scheme, bought a private insurance policy (and remember that we always maintain at "arbitrations" that our wages take account of our pension rights). These people are suffering because the purchasing power of their "pension" is less than they expected. I sympathise with both groups, but cannot see

(Continued on page 34)



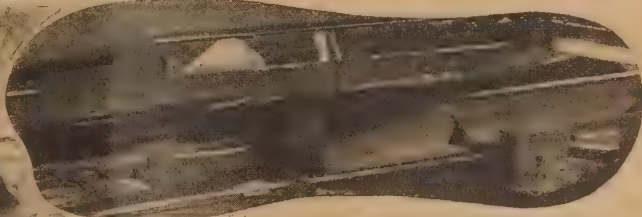
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CO-OPERATIVE  
SOCIETY FOR—**



**CWS**

**Raydex**

**MEDIUM NAVY CUT  
CIGARETTES**



## **This building collapsed through RUST!**

At first glance it looks the result of an air raid or earthquake, but look more closely and you will see where the saboteur RUST has been at work. And this is just one of his efforts to undermine our war efforts — and peace efforts.

Metallising will prevent corrosion and give added life. Write to the technical advisory board about your particular problem.

## **THE ASSOCIATION OF METAL SPRAYERS**

THE TECHNICAL ADVISORY BOARD ON THE BRITISH *White* SPRAYING PROCESS, THE APPLICATION OF NEW DEVELOPMENTS IN THE PROTECTION AGAINST CORROSION AND THE RECLAMATION OF WORN PARTS : THERE ARE MEMBER FIRMS IN ALL PARTS OF GREAT BRITAIN ISSUED FROM THE OFFICE OF THE ASSOCIATION OF METAL SPRAYERS, BARCLAYS BANK CHAMBERS, DUDLEY. PHONE: 4045



(Continued from page 32)

why State or semi-State employees should be favoured. Think of the old age pensioners. We are no worse off than they are, and can apply for supplementary pensions, etc., just as they can.

There is far too much division of the people into groups on the principle, of course, that divided we are weaker. I am sure that if we were all having to exist on the standards of the old age pensioner, there would soon be a riot and a drastic change for the better in their standards. We must learn that we cannot be a specially favoured class.

16, Rodney Gardens, S. H. HASSELL,  
West Wickham. (L.C.C. branch).

## WHEN THE BOYS COME HOME "Let the Over-55's Retire"

**MRS. FLORENCE DAVIES'** appeal in the January journal for a square deal for the men who come back from the Forces will have been read with interest by those who served during the war of 1914-1918. Many of these officers, now 55 and over, and in indifferent health as a result of past war service and present abnormal conditions, would welcome the opportunity of retirement at the end of the war on a superannuation allowance appropriate to their qualifying years of service.

Whilst compulsory retirement at 55 would probably not meet with general approval, voluntary retirement at that age would be an injustice to no one and, moreover, would help to solve the difficulties which will undoubtedly arise "when the boys come home."

"FOUR BLUE CHEVRONS."

## Tired of Work after 39 Years?

**MRS. DAVIES'** letter is one of the most sensible I have read in our journal. NALGO should start fighting at once for retirement at 55. It would mean better promotion chances, would add more vitality to the service, and would help to reduce any possible post-war unemployment among sedentary workers.

If one joins a local authority at, say, 16, 39 years of service is quite long enough to cause tiredness and a slight lack of interest in work.

I agree, too, with the suggestion that chief officers be barred from holding office in NALGO. They may be good fellows, but how can the bottom-dog go against them without injuring his chance of progress? I should like to add one more suggestion—that pay for overtime, adopted by some authorities as a war-time measure only, should be made permanent.

Croydon.

"SURREYITE."

If readers would look again at the forecasts of Britain's future population in the November journal, they might come to the view that work till 75, not retirement at 55, is more likely to be the national slogan during the second half of the century!

## "Purge Chief-Officer Members"

IS it not time that the question of chief officers being members of NALGO—raised again by Mrs. Davies in her interesting letter—was settled? Would it not be more satisfying were the membership of a chief officer to be made dependent upon ballot by the members of his or her department? Thus only those chief officers worthy of their staffs' regard would gain admittance.

Unfortunately for those who work under them, there are some chief officers who are not blessed with much human understanding, and working conditions under them are far from congenial. Is it not wishful thinking to suppose that local branches take the junior's side when they kick against such a NALGO chief officer? I think that it is and suggest

that when the lads come home their first job should be a purge of yes-men, of which there seems to be a goodly number in some branches.

WISHFUL THINKER.

## POST-WAR EMPLOYMENT

### Some Problems for NALGO

PRESS and radio are directing public opinion towards post-war problems, of which employment is the greatest, and it is to NALGO, as his representative body, that the serving officer must look for guidance.

What equitable solution does NALGO propose for the several problems which will arise. For example:

Junior officers who joined the Forces at the outbreak of war. These youths are now men and cannot be expected to resume their former status.

Qualified men who, but for the war, would now be reaping the benefits of their qualifications; and

Officers still remaining, who through the withdrawal to the Forces of colleagues, are advancing more rapidly than usual.

NALGO's policy on these problems is of vital interest to all permanent officers, and we eagerly await enlightenment.

RAFFIANS.

Signals Section. R.A.F.

The National Executive Council, as we report on another page this month, is closely watching demobilisation problems, but cannot take any definite move until the Government has made clear its own policy.

## £10 A WEEK FOR NURSES!

### A Voice from Italy

CONGRATULATIONS on the November issue of LOCAL GOVERNMENT SERVICE, just received in Italy.

A big hand to Sister Gaywood and all her colleagues! Having just come out of hospital I know the great work nurses are doing—in my humble opinion their job is a "calling," not a profession. They deserve a minimum salary of £10 a week!

Having read the pros and cons for T.U.C. affiliation, may a member of the Forces say "No"? I agree entirely with H. Norton's letter. I and many others were not able to vote for many reasons, such as being on the move and mail not arriving.

No action till we all come home and have our say!

"FLYING OFFICER."

(Member West Riding County Branch).

We publish the above letter notwithstanding the closing last month of the correspondence on T.U.C. affiliation for the reason that it was written before the closure took effect.

## RATING OFFICERS' GRIEVANCE

### "Valuation not a Treasurer's Job"

AS one who has worked on both sides, I believe that the arguments of "Valuation by Qualification" in the January journal have much weight, though I doubt his contention that most treasurers rely upon the advice of a qualified valuation officer, especially in the smaller authorities. In my experience, even where a separate valuation officer has been appointed, he confines his technical work to the simple valuations and persuades the council to appoint a professional valuer for any work which is at all complicated or out of the ordinary. If the principle of appointing professional men for special jobs is approved, the case for a separate valuation officer becomes very weak. The remarks of "Valuation by Qualification" as to treasurers being qualified for the work, even if true in some cases, overlook the fact that qualification is a means to an end and not an end in itself. The ability to do the job is what counts. Is it suggested that the work is not being carried out properly where there is no separate valuation officer?

"Live and Let Live," and certain other correspondents, by coupling together the

expressions "rating and valuation" perpetuate the mistake already made in giving this appointment to the treasurer. Whilst there is some case for a separate valuation officer, it is clearly unwise from the internal audit point of view that those responsible for valuation should also prepare the books which utilise that valuation. Most rating work, as distinct from valuation and the preparation of the valuation list, is purely the keeping of personal accounts on a large scale and, as such, falls to be performed by the treasurer.

Finally, if NALGO is to push for a statutory provision making valuation work the duty of some officer other than the treasurer, may we hope that at the same time it will give attention to the deliberate evasion of statutory requirements by many local authorities, in appointing a combined clerk and chief financial officer and making a bank their treasurer—especially since the bank is not in a position to carry out the statutory duties which devolve upon the treasurer.

"COMMON SENSE."

## District Auditors Responsible?

WHILE I am generally in agreement with the recent letters on treasurers, or chief financial officers, holding the appointment of rating and valuation officer, I think it would be well, before directing criticism against the officer concerned, to look into the question of responsibility for the additional appointment. So far as my council is concerned, the district auditor has repeatedly suggested in his report that the chief financial officer should be rating and valuation officer.

So far the council has taken no action, but in spite of the fact that I do not particularly want the appointment, I could not easily refuse it if the council decided to act on the auditor's recommendations. It may be that others have had to accept the appointment in similar circumstances, and probably at a nominal salary which does not warrant the thorough study of the subject.

The same, if not stronger, criticism can be directed against the holding by the clerk to a council of the position of chief financial officer, with some unfortunate assistant, probably designated "accounts clerk" and often a qualified accountant, having to carry out the duties of a C.F.O. without status or adequate remuneration.

CHIEF FINANCIAL OFFICER.

## THE HOUSEWIFE'S CLAIM

### A National Petition

THE Married Women's Association is launching a nation-wide petition which will, in due course, be presented to Parliament in order to promote legislation which will give the working housewife a right to a share of the family income.

I shall be very grateful if you will help us by bringing this to the notice of your readers and letting them know that I will send petition forms to anyone who cares to write to me at the House of Commons. Forms should be returned to me not later than March 28.

EDITH SUMMERSKILL,

President,

House of Commons. Married Women's Association.

## Free Medical Attention

THE ordinary working housewife whose job is so vital and who is really the great unpaid is almost totally unprovided for medically. A good case could be made for free medical attention generally for her in any reform of health services, and especially could it be urged that for her and such as she, free medical aid and midwifery help should be given in confinement.

The Ministry of Health's present regulations for medical assistance do not meet the case. A mother may not only have the midwife's fee to pay but a considerable doctor's bill in a "difficult" case under the Central Midwives

(Continued at foot of next page)



## SCOTTISH NOTES: Basic Salary Scales to Follow New Bonus Award

NALGO in Scotland enters 1944 with confidence that its progress will be at least as great as that of 1943. The new civil service bonus award operates from this month and brings the war increase more nearly into line with that paid to other classes of workers. This new award made by the J.I.C. has filled Scottish members with pride, and they may be forgiven if they ask: "Where stands England now?"

A second award by the J.I.C. is expected within the next month or two—a new scale of basic salaries attached to the recently approved grouping of local authorities. Although the final agreement may fall short of our earlier expectations, it is likely to provide most local authorities with better basic salaries. The next step is to secure progressive scales for every type of officer, similar to those provided in the provincial Whitley Council areas in England. There are still a number of councils which have not applied the 1939 basic scales. It will not be long, though, before they are "on the spot." Our patience is not inexhaustible.

Closer personal contact with branches and executive committees is contemplated, and the acting divisional secretary, John L. Robson, is arranging to attend these meetings as often as possible. The influence of NALGO in Scotland will be determined not only by membership, but by the efficiency of branches and the creation of a virile and intelligent body of opinion. The post-war years will be the most difficult period in NALGO's history. To obtain the greatest

degree of solidarity, to create in the minds of our members the determination to withstand every challenge which may be made—that is our task for 1944.

### Membership Still Growing

Membership continues to grow. Glasgow has added approximately 150 nurses. Other branches are making progress. Negotiations with the North British Gas Managers' Association resulted in that association circularising all its members urging the membership within NALGO of every officer employed in local authority gas undertakings. Clackmannan county has formed a new branch, and Perth county is to arrange for a visit from the acting divisional secretary with the object of forming a separate branch, leaving the Perth branch to function for the city only. Inverness, too, is discussing the formation of a new branch. When the district committee next meets in April, it is hoped that more than 40 branches will be represented—a 25 per cent increase in the last six months!

### National Service Appeals Tribunal

An appeal under the Essential Work Order, 1941, against the dismissal of a gas department official was not sustained.

### Salaries and Service Conditions

Lanarkshire C.C. has agreed to restore normal holiday leave in 1944.

Review of salary scales is being made by Ayr C.C. Application for review has been made to Renfrew C.C. Aberdeen is to consider the formation of a joint staffs consultative committee.

Newport (Fife) council has agreed to pay the full J.I.C. scale of bonus and has made a most generous gesture by paying arrears in full from the date of the first award.

Maybe there are other lonely county officers who are experiencing the same sentiments.

SIDNEY D. ELDRED,

West Kent branch, hon. secretary.

### THE WESTMORLAND CASE

#### NALGO Warning Was Clear

AS one of the intending applicants who did not proceed with his application for the position of county accountant of Westmorland, I would like to say that the Association's letter of warning left me in no doubt as to the undesirability of applying for the position. It seemed to me quite obvious that NALGO was thoroughly conversant with all the facts leading to the advertisement and would not have issued such a letter unless it were sure of its ground.

After reading the letters from Mr. Bedwell and Mr. Packer, however, I can only assume that I was guilty of jumping to conclusions and that if I had read the Association's letter more carefully I should not have interpreted, by accident, what the warning was intended to convey.

It is, therefore, in a somewhat chastened mood that I thank the Association for its letter to intending applicants. May I express the hope that the results of that letter will not deter it from issuing similar warnings should occasion arise in the future.

"SIMPLICITAS."

### "PAY AS YOU GO" RATES

#### System Tried—and Failed

WHY, in advocating a "pay as you go" system of rate collection in the January journal, should Mr. S. H. Hassell seek to decrease the membership of NALGO by increasing the staffs and revenue of the post office and banks? No matter what system of rate collection is employed it is the duty of the local authority to collect it. No outside body would have the necessary knowledge and information to settle the many queries and difficulties which always arise.

A weekly payment system has been tried over a long period in a borough of the metropolitan area and proved a complete failure.

Southwark. T. S. SHERLOCK.

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At London University D.P.A. (External and Extension) Examinations, 1943, 35 WOLSEY HALL Candidates passed, forming over HALF THE PASS LISTS.

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The B.Sc. Econ. Degree of London University may advantageously be taken by men and women seeking government or municipal posts or executive appointments in commerce or industry. Study for the degree covers a course of wide and interesting reading. Full particulars in Prospectus (see below).

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## READERS' FORUM

(Continued from preceding page)

Board rules. The present "maternity benefit" of the Health Insurance Act is not adequate and needs remodelling.

I agree with "Collector" as a result of many years' experience in a health department. There are good reasons and ample justification for strict control in the administration of money benefits, but a reform in medical assistance in confinements is overdue. What does a woman get for her travail? The least a civilised and humane government could do would be to remove any financial strain she may face.

"EQUITY."

### "UNIT BRANCH" VIRTUES

#### The Isolated County Officer

I HAVE read with interest the recent letters on the position of county officers in out-lying parts of the country and am glad to find this position in the North—since, when my own branch made strong representations for the rescission of Rule 55 [which requires that only one branch may be formed from the officers of a particular local authority, and that an officer may be a member only of the branch for his particular area], we were led to believe that the reasons put forward were not so real and general as was suggested.

Alex. Lane, in his letter in the January journal, brings out points which I am afraid county officers' branches, would not readily reply to.

Members of county branches in places far distant from the county headquarters still complain that they cannot enjoy all the amenities of the county branch and that they would rather join the local branch for all matters instead of being allowed to participate in its social events only.

The embryo entrant is much more easily influenced by personal contact than by well-worded circulars and the staunch adherents who nobly carry on the sub-branches must of necessity tire of trying to obtain new members when they (to the newcomer) have apparently so little to offer.



## KILLED OR DIED ON SERVICE

Bacon, Sgt./P. R. C., R.A.F., St. Faiths and Aylsham R.D.  
 Bacon, Sgt./Nav. B., R.A.F., electricity dept., Leyton. Presumed dead after flight over Germany.  
 Barraclough, F./Sgt./Obs. W., engineers' dept., Chorley.  
 Burbeck, P./O. K., R.A.F., rating dept., Solihull.  
 \*Cassidy, G. J., social welfare dept., L.C.C.  
 Cave, Sign. A. B., R.N.V.R., surveyor's dept., East Sussex C.C. Lost with F.F.S. Caventham in action.  
 \*Coe, Ldg./Snn. H. R. 1, 22, R.N., accountant's dept., Frinton and Walton.  
 Deakin, Sgt./P. R. E., R.A.F., planning dept., Solihull.  
 †Green, L.A.C., R. H., R.A.F., rates dept., Gosforth. Died in Japanese hands.  
 Hilton, Cadet B., R.E., rating and valuation dept., Tyldesley. Died in hospital in Middle East.  
 Hirst, Cpl. J., health dept., Pudsey. On service overseas.  
 Kirby, Lt. C. F., 29, R.N.V.R. (Fleet Air Arm), treasurer's dept., Wandswoth.  
 †Lake, L.A.C. R. D., R.A.F., clerk's dept., Dorset C.C. Died in Japanese hands.  
 Lemmon, Cdr. S. P., R.N., electricity dept., Salford (in Mediterranean).  
 Lindsey, W./O. R., R.A.F., treasurer's dept., Huddersfield Middle East.  
 Martin, P./O. H. L., education dept., Richmond.  
 McEntee, Act./Ldg./Snn. H., 20, F.A.A., transport dept., Leigh.  
 Morris, Sgt./P. Y., R.A.F., treasurer's dept., Brentford and Chiswick.  
 Newman, P./O. D. C., R.A.F.V.R., clerk's dept., Lambeth.  
 Newman, Lt. W. A., 35, R.A.O.C., asst. baths superintendent, Paddington.  
 Ogden, Sgt./P. J., R.A.F., electricity dept., Salford (in Mediterranean).  
 Penteney, Sgt./P. H. W., R.A.F., health dept., Hendon. Died in Japanese hands.  
 Powell, Sgt./Nav. J., R.A.F., treasurer's dept., Wiltshire. In flight with Pathfinder force over Germany.  
 Rees, Lt. V., R.E., engineer's dept., Port Talbot.  
 Shaw, F./Sgt. A. B., 23, R.A.F.V.R., treasurer's dept., Hazel Grove and Bramhall.  
 Small, F./Sgt. L., R.A.F., surveyor's dept., Slough (while serving in India).  
 Stewart Jones, Lt.-Col. W. A., R.A.O.C., finance dept., Surrey C.C.  
 Turnbull, Gnr. R. T., R.A., treasurer's dept., Newcastle-upon-Tyne. Died of wounds.  
 Wrage, P./O./Obs. G., R.A.F., clerk's dept., Solihull. On raid on Hanover. This officer had completed thirty operational flights over enemy territory and had volunteered for further duties.  
 Wyld, W./Sgt. (A/C) E. L., R.A., clerk's dept., Huddersfield (in Italy).

## MISSING.

Bröwn, Sgt. P., R.A.F., clerk's dept., Boston (from operations over Germany).  
 Byrnes, Lt. A., R.N., electricity dept., Clacton (believed killed).  
 Cryer, Sgt. W. H., R.A.F., local taxation licences dept., Gloucestershire.  
 Duguid, Cdr. W., R.N., assessor's dept., Glasgow (presumed killed).  
 Elson, Sgt./P. J., R.A.F., social welfare dept., Bristol (from raid on Hanover).  
 Griffiths, Sgt. A. G. D., R.A.F., clerk's dept., Wath, Bolton, and Thurnscoe.  
 Haigh, Flt. (believed killed in raid on Germany).  
 Johnston, P./O. W., R.A.F., treasurer's dept., Lancaster.  
 King, F./O. H. J., rates dept., Blandford (believed killed in raid on Germany).  
 Matthews, F./Sgt. L. R. B., R.A.F., deputy clerk to Penze U.D. (from air operations).  
 Norris, Sgt. C., R.A.F., electricity dept., Walthamstow.  
 Palmerley, Sgt. J., West Riding.  
 Pearson, Sgt./P. O., R.A.F., surveyor's dept., East Sussex C.C. (from operations over Italy).  
 Somerville, F./Sgt. F., R.A.F., Wembley (in operations from Ceylon).  
 Walker, P./O. A. J. S., R.A.F.V.R., asst. valuation officer, Lambeth (after raid on Berlin).

## PRISONERS OF WAR

Adamson, Gnr. T., R.A., electricity dept., Salford (in Italy).  
 \*Anderson, Pte. J. C., R.A.O.C., health dept., Wolverhampton (in Japanese hands).  
 Bewley, Cpl. J. H., R.E., electricity dept., Salford (in Italy).  
 Brett, Sgt./P. P., 21, R.A.F., engineer's dept., River Great Ouse Catchment Board (in Germany).  
 Cook, Gnr. H. D., clerk's dept., Lambeth (in Germany).  
 \*Dallas, Sgt. J. H., R.A., health dept., Preston (in Far East).  
 Dixon, Sign. C., R.C.S., treasurer's dept., Lancaster.  
 Gardener, F. T., baths dept., Hereford (in Far East).  
 Jagger, F./O., R.A.F., rating and valuation dept., Tyldesley (in Germany).  
 Lever, Spr. J. W., R.E., electricity dept., Salford (in Italy).  
 \*Moore, Sgt. H. F., R.A.F., surveyor's dept., Leicester (in Germany).  
 \*Norris, Lt. C. J. S., R.C.S., finance dept., Billericay (in Far East).  
 Packham, Sgt. C. F., R.A.F., health dept., Esher (in Germany).  
 \*Pidgeon, Sign. F., treasurer's dept., Leyton (in Far East).  
 Snow, Sgt. P. H., R.A.F., social welfare dept., L.C.C.  
 Taylor, A.C.2 R. H., R.A.F., treasurer's dept., Esher (in Far East).

\*Tomlinson, Pte. F. D., R.A.M.C., gas dept., Walsall (in Far East).  
 Wilkinson, L./Cpl. E. I., K.R.R.C., electricity dept., Salford (interned in Turkey).  
 Woodward, P./O. D., R.A.F.V.R., clerk's dept., Lambeth (in Germany).

## Hospitality for Warriors

Lack of space unfortunately makes it impossible to publish again the list of branches and members offering hospitality to colleagues in the Forces. But if any NALGO warrior seeking hospitality in a strange town will write to Headquarters, we shall do our best to find it for him.

Wright, Pte. J., R.A.O.C., electricity dept., Salford (in Japan).

## REPATRIATED PRISONERS

Beaver, S./Sgt. J., R.A.M.C., asst. sanitary inspector, Huddersfield.  
 Chapel, Maj. J. A., R.A.M.C., public assistance dept., Leicester.

## ESCAPED PRISONERS

Garwood, Gnr. L. S., clerk's dept., Lambeth (to Switzerland, after tramping 600 miles from north of Rome).  
 Rowarth, Capt. T. I., 27, R.E., sanitary inspector, Blackpool (to Switzerland).  
 Wilson, Bdr. J. R., Northumberland Hussars, health dept., South Shields.  
 \* Previously reported "missing."  
 † Previously reported "prisoner."

## 2½ YEARS A GUEST OF MUSSOLINI

*This cheery account of life in an Italian prison camp is by Bombardier J. R. Wilson, of South Shields, whose escape and return home we record this month.*

LOOKING back on two-and-a-half years in an Italian prison camp there are one or two things that I believe may be of interest to readers of LOCAL GOVERNMENT SERVICE.

The Italians kept us shut up most of the time, and working parties were not big enough to disorganise our camp activities to any great extent. Left to ourselves, therefore, with any amount of time on our hands, we soon had two cricket leagues, football games, and concerts running.

The cricket was a mighty affair. Each hut in the compound entered an "A" and "B" team in their respective leagues. Each team played all the others in the course of the competition. Results of the day's games were published on the notice board and excitement ran high as the "season" reached its close.

The pitch was laid on a roadway flanked by huts on each side. There were some good club and county players with us, and it was soon found necessary to reinforce the pitch to cope with the fast bowlers and crack batsmen. The reinforcement was brick; and two patches of bonded brick were laid flush with the ground at each end of the wicket. Tennis balls can be smacked by a first-class bat for a tremendous distance, so it was decided to "knit" a string bag tightly round the ball. This increased the life of a ball, but soon churned up the place where it pitched. So here, too, bricks were laid.

Since the huts were near the wicket, artificial boundaries were made—a two hit should the ball strike a distant hut or go through a window or door. If the latter, the consequences were often disastrous, particularly if someone's cup of tea lay in the path of the ball.

Besides the league games, each Sunday a "county" game was played between two compound teams. The sergeants' compound (thanks mainly to the R.A.F. element) had a fine team. A big and legible scoreboard, and the courtesies paid to the visiting team, all lent an authentic air to the proceedings.

Each Saturday afternoon there was a compound soccer match. The presence of two English professionals from Leeds United and a Scottish professional goalkeeper, together with many excellent amateurs, always made these games a good spectacle. The "internationals" between England and Scotland were the games of the season.

The arrival of a Liberator crew soon put baseball on the map, but it did not have time

D.S.C.  
 Henegan, Paym.-Lt. J. J. L., R.N.V.R., treasurer's dept., Fulham—"for gallantry and outstanding service in the face of the enemy and for setting an example of whole-hearted devotion to duty, upholding the high tradition of the Royal Navy."

D.F.M.  
 Milne, Sgt./P. H. A., health dept., Willesden—"for operational duties in Middle East."

M.M.  
 Taylor, Cpl. J., Airborne Corps, engineer's dept., West Ham—"was promoted to Corporal on the field and awarded the Military Medal while serving in Italy."

M.B.E.  
 Kitching, Major L. C., R.E., planning officer, East Sussex C.C.—"for gallant and distinguished services in the Middle East."

MENTIONED IN DESPATCHES  
 Chalke, Lt.-Col. H. D., assistant M.O.H., Hamstead—"for services in North Africa."

## CORRECTIONS

Major S. O. Edwards, who, as we recorded last month, has been awarded the Military Cross for conspicuous duty in North Africa, is chief inspector of weights and measures at Peterborough, not at Coventry as was stated. Also in the January Journal we recorded the death of A. B. David, R.N., deputy chief librarian, Lambeth. The name should have been given as Ldg./Coder David Raz.

to become popular: The Armistice came too soon!

The concert parties performed miracles—producing scenery and costumes of professional standard from cardboard and old junk, including women's dresses, evidently made by a genuine dress designer, dawn and dusk effects, and dimmers, "spots," "floods," and footlights made from old tin cans and "borrowed" bulbs.

The acting was superb. Nothing seemed too difficult. We saw Shaw's "Pygmalion," Noel Coward's "Blithe Spirit" (the advertisements announced it as "running in New York, London, and Sulmona"), "The Middle Watch," "French Without Tears," "Derby Day," "George and Margaret," "Someone at the Door," and "Spring Song for Jennifer"—the latter was a musical comedy written entirely by men in the camp.

Before the arrival of a padre a few of us met each week for a short service. Soon, however, bigger services were arranged and a padre was allowed into our compound to conduct them.

Besides the cricket gear and other sports goods, the Red Cross sent some musical instruments, and there were innumerable dance bands ever willing to give their support to dance promoters. One sergeant turned out "The Mandoliers," a high-class orchestra which gave us renderings from the "Mikado" and other light music.

There was much original music written in the camp, this sergeant composing two tunes which became very popular, so that what we had missed in the way of "White Christmas" and other "moderns" was amply made up by the men themselves.

Finally, I know that every prisoner of war will heartily endorse the tribute which must be paid to the Red Cross. Without their food parcels one does not like to contemplate what life (if any) would have been like. Clothing for the winter months and medical supplies, all urgently needed, were abundantly supplied by them. When parcels were plentiful there was much exchanging, and "marts" were run by business-minded public benefactors so that the lover of dried fruit could get as much as he wanted—provided he had enough puddings with which to "buy" it. Some of the values were curious—for example, a large tin of Nestlé's milk would buy two half-pound tins of biscuits. Altogether the parcels gave us, besides our daily food, much food for thought.



## BUSINESS ENTERPRISE AFTER THE WAR

Small and medium-sized businesses in all branches of industry and trade must have every opportunity of contributing, by their enterprise and initiative, towards the nation's economic well-being after the war. They must be given full support in developing British trade at home or in overseas markets.

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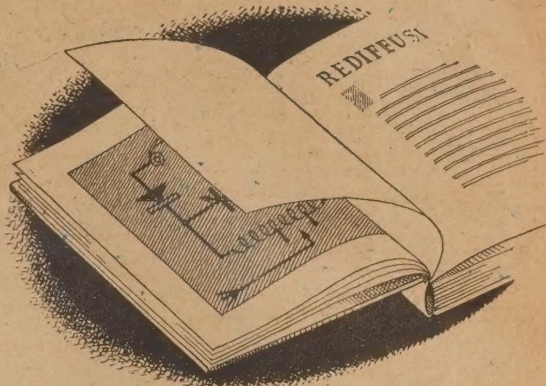
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## Opening of Chapter iii

25 years ago we touched with reverent fingers those curious boxes bristling with valves, coils and crystals, studded with dials and switches, linked up with dry cells and wet cells. Twice daily they would produce (if we were lucky) the magical voice of Savoy Hill in the headphones, "hello, everybody . . . . this is 2 L.O. . . ."

That was wireless in the George Stevenson stage: "brutal but it worked." Then science began to simplify and streamline. Valves went out of sight; coils disappeared from view; batteries no longer cumbered the carpet; headphones became a museum piece. Tuning reduced itself to the niceties of three knobs . . . two knobs . . . one knob. Reception had civilised itself. There was still a next step. The same programme still didn't necessarily sound the same way in two different towns—or even in two neighbouring houses. It was still at the mercy of local conditions and individual apparatus. It might be pretty good or terribly bad. Wired broadcasting opens Chapter iii. Rediffusion replaces aerial and receiver by direct line reception and a switch in the wall—just like the light switch. News and entertainment of unvarying quality can be laid on at will to any subscribing home in the area—just like the telephone service. Good reception is standardised as well as good transmission.

## REDIFFUSION

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BY PRIVATE WIRE

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**NORTH WESTERN AND NORTH WALES Essential Work Orders.**—A technical assistant in the employ of a large county borough was appointed to a more responsible post at a higher salary with a Scottish gas undertaking, but the authority refused to release him on the ground that it could not find a substitute (no attempt had been made to obtain one) and the decision was confirmed by the national service officer. The member appealed to NALGO. Representing him before the local Ministry of Labour tribunal, the Association argued that the Essential Work Orders were not intended to "freeze" an individual to a particular undertaking, thus stultifying his prospect of promotion during the war. He was remaining within the industry, which should be treated as a whole and permitted to maintain some fluidity. The decision of the tribunal is awaited.

**Tyldesley U.D.**, upon representations by the divisional officer, has made a weekly allowance for five years to a retiring officer who had not qualified for a statutory allowance.

#### NORTH-EASTERN

**Eston U.D.**, at the request of the divisional officer has agreed to rescind a resolution whereby wife's earnings were taken into account when calculating war service pay and to refund all money deducted under the resolution.

### NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

The Association invites applications for

(a) **A Temporary Internal Audit Clerk.** Salary scale £440—500 p. a. plus bonus of 17/6 per week. Commencing salary at the appropriate point in the scale according to experience and qualifications.

(b) **An Administrative Assistant in the Education Department**, for a period not exceeding two years. Salary scale £315—390, plus bonus 17/6 per week.

Applications stating age, experience, and qualifications, and accompanied by copies of three testimonials, should reach the undersigned by February 12, 1944.

JOHN SIMONDS,  
General Secretary.

24, Abingdon Street,  
Westminster, S.W.1.

**Newcastle-upon-Tyne C.B.** has adopted a scheme of graduated fractions in excess of 1/120ths for non-contributory service.

**Saltburn U.D.** has become a constituent member of the provincial council.

**Seaham U.D.** has agreed to pay 60ths for all service and to regrade the following officers:

Chief sanitary inspector, Gde D. (£315-360); electrical engineer, Gde. E. (£420); housing manager, Gde. F. (£440-£500); rating and valuation officer and collector, Gde. F. (£460-£500); chief financial officer, Gde. F. (£525-£550); deputy financial officer, Gde. E. (£375-£420).

### NALGO Examinations, 1944

The next NALGO examinations—both intermediate and final grades—will be held, circumstances permitting, on May 10, 11, and 12, 1944.

Application to sit must be made on the form obtainable from the Association and must reach the General Secretary, 24, Abingdon Street, Westminster, S.W.1, not later than March 1, 1944.

Late applications will, however, be accepted up to April 1, provided a "Late-entry" fee of 5s. (intermediate) and 10s. (final) is paid.

#### SOUTHERN DISTRICT

**Windsor B.** has adopted the salary scales of the South Midlands provincial council.

**Wolverton U.D.** has become a constituent member of the South Midlands provincial council.

#### SOUTH WESTERN

**Devon, Dorset and Somerset C.C.s and Okehampton R.D.** have resolved to become members of the provincial council.

**Torquay B.** has adopted the junior scales of the South Western provincial council.

### Cost of Living Unchanged

The Ministry of Labour cost of living index stood unchanged last month at 199, representing an increase of 23.3 per cent since the outbreak of war.

### Nalگو Addresses

**Headquarters** (all departments).—The General Secretariat, N.A.L.G.O., 24, Abingdon Street, London, S.W.1 (Telegram NATASSOC, Paris, London; Telephone WHITEHALL 9351).

"Local Government Service" editorial—Editor, 27, Abingdon Street, London, S.W.1.

"Local Government Service" advertisements—A. Darby's Advertising Agency, Cobham House, 24, Blackfriars Lane, London, E.C.4.

**Divisional Officers:** Metropolitan—T. M. Kershaw, 27, Abingdon Street, London, S.W.1 (Whitehall 9351);

**North Western and North Wales**—H. Corser, 2, Mount Street, Manchester 2 (Blackfriars 7668); **Yorkshire**—W. Cecil Wood, 12, East Parade, Leeds (Leeds 24861);

**North Eastern**—W. J. Upton, Milburn House (A. Dean Street, Newcastle-upon-Tyne (Newcastle 24900);

**East and West Midlands**—J. E. N. Davis, 14, Earlsburg Gardens, Birchfields, Birmingham 20 (Birchfields 5123);

**Eastern**—F. Thomas, 54, New Street, Chelmsford (Chelmsford 4347); **South Eastern**—A. Procktor, Star House, Pudding Lane, Maidstone; **Southern and South Western**—N. M. Woodcock, 16, The Crescent, Taunton (Taunton 2779); **South Wales and Monmouthshire**—A. H. Geary, 11, Park Place, Cardiff (Cardiff 646);

**Scotland**—J. L. Robson, 67, West Nile Street, Glasgow, C.1 (Douglas 0404).

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